

10-6-2023

**BROWN COUNTY SCHOOLS**

**TENTATIVE AGREEMENT SUMMARY**

1. Base Salary: The salary schedule will be increased across the board by \$500. Eligible returning teachers will receive the \$500 across the board base salary increase in the scale. New hires employed prior to the ratification of the contract will have their starting salaries adjusted upward by \$500.
2. Master's Teachers: Two teachers who attained their master's degree since after the ratification of the 22/23 master teacher contract will receive their respective base salary increase for their lane change via a supplemental base salary payment.
3. One-Time Stipend: Every teacher will receive a one-time \$5,000 teacher appreciation stipend. The stipend will be paid in December 2023.
4. ARTICLE VII GRIEVANCE PROCEDURE, paragraph D. Miscellaneous - Add the following as new paragraph 11:
  11. The parties acknowledge that I.C. 20-29-6-9 provides that a teacher may petition a school employer, governing body, or superintendent for a redress of grievances, either individually or through the exclusive representative. That right is in no way limited by this agreement.
5. ARTICLE VIII SALARY – The following will replace paragraph B:
  - B. Effective June 30, 2024, in order to reduce the length of time before they receive any payment, any newly employed teacher may elect to have salary payments paid in twenty-five (25) pays, as reflected in Appendix K, for their first year of employment only.
6. ARTICLE VI LEAVE OF ABSENCE - The following will be added as new paragraph K:
  - K. The seven (7) day waiting period for Workers' Compensation will not be charged against the employee's sick or personal leave and there will be no salary loss during the waiting period if the injury or illness qualifies for Workers' Compensation coverage.
7. ECAs
  - Robotics – Elementary – \$684 for each position (3 positions)
  - TED Ed leader - \$2,500 for each position (5 positions)
  - Department Heads – \$2,226 for each position (6 positions) – Middle and High School