

The background is a vibrant red with a repeating pattern of white line-art icons representing various school supplies, including paper clips, pencils, and rulers. In the center, there is a large, faint, light-pink watermark of the letters 'JCSA'.

Jennings County Classroom Teachers Association **CONTRACT RATIFICATION** 2025 - 2026

IMPORTANT DATES

- Thursday, October 16th – JCCTA Ratification Meeting @ 4:30 (JCMS)
- Thursday, Oct. 23rd – 1st reading at School Board Meeting @ 6:30 (Central Office)
- Thursday, Nov. 13th – 2nd reading at School Board Meeting/Vote (Central Office)
- Nov. 30 – Paid stipend

The background features a vibrant red border adorned with various stationery-related icons in a light grey line-art style, including paper clips, pens, and paper planes. In the center, a large, faint, light pink watermark of the letters 'IS' is visible, with a small crown-like symbol above the 'S'.

SUMMARY OF CONTRACT



ONE YEAR CONTRACT

AGREEMENT

2025 – 2026



CONTRACT LANGUAGE CHANGES & ADDITIONS

- **Lane Changes:** The School Corporation will honor lane changes (horizontal movement on the salary schedule). All lane changes will occur through Board Resolution. ****Lane changes may not be available if there are no monies within the budget****
- **Lane Change Language Added:** In order to qualify for a lane change on the salary schedule, a teacher must hold an initial practitioners license. To be eligible to move to the next lane on the salary schedule a teacher must have graduate level hours in courses that are in a content area defined by Indiana Code 20-28-9-1.5(b)(1)(B). All lane changes must be approved by the Superintendent.
- **Personal Leave:** Personal Leaves days will be increased from three (3) days to (4) days.
- **Recognition Clause:** Updated to reflect titles that have been approved by IEERB.

- **Association Business Time:** The President of the Association, its officers, chief spokesperson and/or bargaining team members shall among them (not separately for each) be allowed a total of ten (10) days of release time.
- **Paternity and Adoption Leave:** A teacher who is granted paternity or adoption leave under the Contract may use up to twenty (20) of his/her sick leave days while on the approved leave.
- **Health, Dental and Vision Insurance:** Update the dates.

- **Sports Event Pass Added: Every teacher shall be able to use the “all sports pass” to attend corporation sporting events involving student participation and held in corporation facilities. The “all sports pass” does not apply to tournaments and events sponsored by the Indiana High School Athletic Association (IHSAA) or other comparable associations and fine arts events.**
- **Grandfather ECA Appendix: Update the dates.**
- **Class Coverage Language Clean-up: delete “no classroom substitute is available and.”**
- **Delete “New Teacher Hiring” from the salary schedule.**

“Early Retirement Incentive”

- Early Retirement Incentive: If the School Board would decide to offer an early retirement incentive to teachers during the 2025-2026 school year, then the Superintendent will notify eligible teachers of the terms of the early retirement incentive by no later than February 20, 2026 for the 2025-2026 contract year.**
- The date when an employee needs to notify the Corporation of retirement will change to March 20, 2026, throughout the Contract.**

ECA LANGUAGE AND POSITION CHANGES

ECA

- **ECA Language Added: Any teachers that wish to split their ECA stipend with another person(s) can do so by indicating that preference by contacting the Building Administration and the Human Resources Department.**

ECA

- **ECAs: For informational purposes, the following ECA positions are added: Boys Varsity Volleyball, Boys Assistant Varsity Volleyball, Head Boys Middle School Soccer, Assistant Boys Middle School Soccer, Head Girls Middle School Soccer, and Assistant Girls Middle School Soccer. The positions will be paid the following:**

Boys Varsity Volleyball: \$5,775.00

Boys Assistant Varsity Volleyball: \$3,850.00

Head Boys Middle School Soccer: \$2,613.00

Assistant Boys Middle School Soccer: \$1,925.00

Head Girls Middle School Soccer: \$2,613.00

Assistant Girls Middle School Soccer: \$1,925.00

Grievance Procedure

Grievance Procedure: The grievance procedure will include the following fourth step:

1. In the event the grievance is not resolved at step three, the grievant may file an appeal with the board within fifteen (15) days after receipt of the superintendent, or his/her designated representatives written decision has been received. Such appeal shall include all material and evidence previously submitted in the previous steps. A copy of all material and evidence of subject appeal must be forwarded by registered mail, return receipt requested, to the President of the Board, the Superintendent, Principal, and Association President. Postal fees for forwarding subject appeal shall be borne by the grievant.

Grievance Procedure

Grievance Procedure: The grievance procedure will include the following fourth step:

- Within twenty (20) days after receipt of the properly filed appeal, the Board shall hold a formal hearing to render a decision on the grievance. The board shall meet with the aggrieved and his/her representative and explore all pertinent material and evidence submitted with the appeal.

Grievance Procedure

Grievance Procedure: The grievance procedure will include the following fourth step:

- The President of the Board, or his/her designated representative, shall give the teacher an answer in writing no later than twenty (20) days after the formal hearing. Such answer shall be attached to the grievance. An information copy of the answer shall be sent to the Association president.

**ALL TEACHERS WILL RECEIVE A STIPEND OF
\$1,250.00**

**NO MONEY WILL BE ADDED TO THE BASE
(NO STEPS WILL BE AWARDED)**

INSURANCE INFORMATION

- **INCREASE OF 5% FOR MEDICAL INSURANCE**
- **INCREASE OF 12.5% FOR DENTAL**
- **NO INCREASE FOR VISION**

ANY QUESTIONS??

PLEASE VOTE YAY OR NAY