

Greene Sullivan Special Education Cooperative - CBA Tentative Agreement

October 20, 2025

1. The Corporation proposes a one-year agreement for school year 2025-2026.

TA

Article - IV Leaves

1. Section A Sick Leave - The Association proposes increasing the rate paid per sick leave day to seventy five dollars (\$75). TA

2. The Association proposes adding the following or similarly agreed upon language to Sections E-F:

a. A teacher may use any accumulated sick leave days they have for bonding time with their child (whether the baby is natural born or adopted) provided the accumulated sick leave days are used within one year following the birth of the child or adoption of the child. TA

B. The Association proposes expanding the definition of “child” in Section D Bereavement Leave - to include the loss of an unborn child/miscarriage. TA

C. Section I - Professional Advancement Leave - The Association proposes changing the language in this section as follows: TA

I. Professional Development and Advancement Leave

a. Upon application to the director, teachers may be granted daily leaves with pay for the purpose of professional advancement in their respective areas of instruction. TA

b. Each teacher shall be granted two (2) professional days per school year (1 per semester) to be used for the purposes of completing administrative work associated with their caseload. TA

c. The corporation shall cover the cost of CRT (Certified Restraint Training) for each teacher and provide this training on a scheduled teacher work day. TA

Article V - Compensation

1. The Association proposes removing obsolete catch-up language provision language in Section H. TA

Article VI - Fringe Benefits

1. The Co-op proposes changing the HSA contribution amounts in Section A to \$500 for single plans and \$750 for family plans. TA

Article VII - Severance and Retirement Pay Provisions

1. Section A - B: Unused Leave Days at Retirement: The Co-op proposes increasing the rate paid per day for every unused accumulated sick and personal leave day to seventy five dollars (\$75). TA

Appendix A - Compensation Plan

1. Parties agree to an across the board salary increase of \$1500 to create a new salary range of \$45,000-\$78,500. Teachers will not move up a step. *See attached for redline proposal of Compensation Plan. TA
2. Parties agree to adding language in the compensation plan to create a \$150 increased difference in pay for teachers in possession of an Early Literacy Endorsement on their teaching license upon attainment of the Early Literacy Endorsement. TA
3. The Co-op proposes Increasing the Homebound Instruction rate to \$50.00/hr. TA
4. The Co-op recommends losing the salary scale due to the differentiation. TA

Appendix A-2
Compensation Model

A. Eligibility:

1. Factors Defined

- a. Evaluation Rating – Teacher received an Evaluation rating from the Cooperative in the prior year.
- b. Academic Needs of Students-The importance of retaining teachers who provide educational continuity to our students.

B. The Compensation Model

The total available increase is \$1,500, and is based on the following factors:

1. Evaluation - Receipt of an evaluation rating from a certified evaluator for the prior adopted evaluation cycle of the Cooperative will result in a salary increase of \$1000 for all eligible teachers.

2. Academic Needs- Academic Needs of Students is defined as the need to retain teachers who are important to the Cooperative to maintain educational continuity by maintaining competitive overall compensation for teachers. This factor will result in a salary increase of \$500 for all eligible teachers.

C. Literacy Endorsement: Those teachers who obtain a literacy endorsement leading up to the 2025-2026 contract year or during the current contract school year will receive a \$150.00 base salary increase based on attainment. Teachers must provide official verification by submitting an updated Indiana teaching license reflecting the literacy endorsement to GSSEC's office. Documentation must be submitted no later than December 1 for the 2025 school year, and by July 1 of the year in which the teacher becomes eligible for the base increase thereafter. The base salary increase will be applied in the teacher's pay schedule provided all documentation requirements are met by the stated deadline.

D. Placement of New Hires

1. New hires will be placed according to recognized experience/education that mirrors current employees with the same degree and number of years of experience.

2. The Executive Director shall reserve the right to place a newly hired teacher within three years of experience (above or below) of the placement described above In D(i), the Executive Director will notify the Association of any placement that differs from D(i). If the Executive Director determines that another salary is necessary, such salary may be given with mutual agreement with the Association, if such determination/hire occurs within the statutory bargaining timeline, or after engaging in Discussion with the

Association, if such determination/hire occurs outside the statutory bargaining timeline.

3. Newly hired teachers will be eligible for salary adjustments in the year of hire in order to assure consistency with and within Appendix A-i.

E. Salary Range

The base salary range for returning teachers is \$45,000 to \$78,500. This amount is prior to any increases negotiated under this agreement and without TRF contributions.

10/20/25



Karen Joda
Melsey Joda

GSSEA Bargaining
Team

