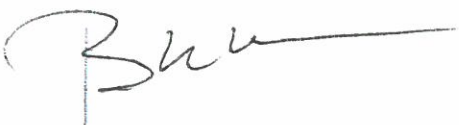


**MSD of North Posey and NEA Tentative Agreement
September 22, 2025**

1. ECA Changes - Total of \$20,962
 - a. Includes season extender compensation of \$250 for each extension due to championship
 - b. Coaching stipends may be split 25/50/75 if needed
2. Attendance Incentive Program - 1 year Pilot with provision for Superintendent to continue to year two
 - a. Can bank all if not at maximum (192) accumulation; 10-day buy-back cap
 - b. Agreed upon \$140,000 for max substitute costs to be used to determine the amount for the pool. (For 26-27, based on the past 2-year trend, if pilot is continued.)
3. Days attached to a holiday count as 2
 - a. Only counts as 1 with medical documentation.
 - b. Days that qualify for an "other" type of leave - for example, bereavement, professional, etc - continue to count as 1 under those provisions.
 - c. Specific List
 - i. First and last day of school
 - ii. Fall Break
 - iii. Thanksgiving
 - iv. Winter Break
 - v. Spring Break
 - vi. Labor Day
 - vii. MLK
 - viii. President's Day
4. February 1 retirement Notification
 - a. March 1/October 1
5. Increase corporation contribution to health insurance premiums by \$150/Single and \$350/Family - \$14,750 assuming the same number of insured as 2024-25.
6. Compensation Plan
 - a. Use the proposed New Hire Scale/Current Employee Schedule as proposed by NEA on 9/22/25 - \$1,000 bumps per row with two columns (without Instr. Leadership and w/ Instr. Leadership)
 - b. Academic Needs (have NP Evaluation from prior year)
 - i. Year 1 - \$2,000 (2 levels)
 - ii. Year 2 - \$1,500 (1 level) (new schedule)
 - c. Instructional Leadership (literacy endorsement only)
 - i. \$500 added to base, upon attainment on license as of October 20, 2025 by 3:00 then August 1 any year following
 - ii. Every teacher eligible
 - d. Catch-up



- i. A teacher with at least 7 years of overall experience AND at least 3 years of North Posey experience as of the start of the 25-26 school year AND a 24-25 salary of \$45K to \$50K
 - 1. \$1000 in 25-26
 - 2. \$1000 in 26-27
- 7. After raises are applied, teachers are placed on schedule below at the closest without being less (those at the previous top receive an extra \$500 because of this)
- 8. After raises are applied, any teacher not at \$45,000 will be moved to \$45,000.
- 9. New Hire Placement
 - a. Per the salary schedule with current \$4,000 (4-step) flexibility provision for any hire deemed "high-need" by the Superintendent or up to \$5,000 (5-step) for teachers hired in Math, Science, English, or Special Education.
- 10. Increase 401(a) match to 1.25%
- 11. Reopen language
 - a. Will open if falls below 106 teachers as of August 15, 2026.
 - b. Will open if October 1, 2026, enrollment falls below 1380
- 12. Dual Credit
 - a. \$500 per period stipend for teaching dual credit course with \$2,000 max. Stipend to be paid following submission of semester grades and dependent on 75% or better passing rate (earning a C or better in Higher Ed transcribed course).
- 13. Change pregnancy leave to up to 1-year unpaid from 2-year unpaid.