

2023-2025 NLCS / NLEA Tentative Agreement

Compensation

2023-2024: 4 additional steps

2024-2025: 3 additional steps

New pay scales:

	2023-24 Schedule				2024-25 Schedule			
	(@4 Step)				(@3 Step)			
	Level 1	Level 2			Level 1	Level 2		
A	\$42,000.00	\$44,000.00	A	A	\$43,500.00	\$47,000.00	A	
B	\$42,500.00	\$45,000.00	B	B	\$44,000.00	\$48,000.00	B	
C	\$43,000.00	\$46,000.00	C	C	\$44,500.00	\$49,000.00	C	
D	\$43,500.00	\$47,000.00	D	D	\$45,000.00	\$50,000.00	D	
E	\$44,000.00	\$48,000.00	E	E	\$45,500.00	\$51,000.00	E	
F	\$44,500.00	\$49,000.00	F	F	\$46,000.00	\$52,000.00	F	
G	\$45,000.00	\$50,000.00	G	G	\$46,500.00	\$53,000.00	G	
H	\$45,500.00	\$51,000.00	H	H	\$47,000.00	\$54,000.00	H	
I	\$46,000.00	\$52,000.00	I	I	\$47,500.00	\$55,000.00	I	
J	\$46,500.00	\$53,000.00	J	J	\$48,000.00	\$56,000.00	J	
K	\$47,000.00	\$54,000.00	K	K	\$48,500.00	\$57,000.00	K	
L	\$47,500.00	\$55,000.00	L	L	\$49,000.00	\$58,000.00	L	
M	\$48,000.00	\$56,000.00	M	M	\$49,500.00	\$59,000.00	M	
N	\$48,500.00	\$57,000.00	N	N	\$50,000.00	\$60,000.00	N	
O	\$49,000.00	\$58,000.00	O	O	\$50,500.00	\$61,000.00	O	
P	\$49,500.00	\$59,000.00	P	P	\$51,000.00	\$62,000.00	P	
Q	\$50,000.00	\$60,000.00	Q	Q	\$51,500.00	\$63,000.00	Q	
		\$61,000.00	R	R	\$52,000.00	\$64,000.00	R	
		\$62,000.00	S			\$65,000.00	S	
		\$63,000.00	T			\$66,000.00	T	
		\$64,000.00	U			\$67,000.00	U	
		\$65,000.00	V			\$68,000.00	V	
		\$66,000.00	W			\$69,000.00	W	
		\$67,000.00	X			\$70,000.00	X	
		\$68,000.00	Y			\$71,000.00	Y	
		\$69,000.00	Z			\$72,000.00	Z	
		\$70,000.00	AA			\$73,000.00	AA	
		\$71,000.00	BB					
		\$72,000.00	CC					
		\$73,000.00	DD					

Added to ECAs

Girls Wrestling Head Coach - VII
Girls Wrestling Assistant - III
Girls and Boys Golf Assistant - IX
Girls and Boys Cross Country Assistant - IX

Changed ECAs

Unified Track Head Coach: IX → VI
Unified Track Assistant: XI → IX
Unified Football Head Coach: IX → VI
Unified Football Assistant: XI → IX
Orchestra: IV → X

Renamed ECAs

Schedule V: Summer Agriculture Experience → School Farm Experience
Schedule II: SAE → Supervised Agricultural Experience
Schedule IV: BNL Counselor / Schedule Coordinator → BNL Counseling Schedule Coordinator

Removed ECA

Schedule VI: BNL Counselors \$2578

These extra days will be paid Ancillary pay (\$250 / day for 12 days)

Language added: "VI.Q. "Ancillary Duty Pay for BNL: BNL Counselors will receive \$250 a day for 12 days."

Language Changes

- IV.B.10.A Bereavement Leave: New language: "If the death occurs during the summer but within seven (7) days before the first teacher day at the start of a school year, then the teacher will still receive seven bereavement days; provided, however, all summer days during the seven (7) consecutive day usage window will count toward the total number of bereavement leave days available to the teacher."
- Strike VI.L.d.ii. "Tenure status as listed in item below. e. The retired teacher who is rehired to the School Corporation will begin at Step D on the Salary Schedule under the applicable degree."
- Change Ancillary Pay: Change from \$154 to \$250/day and from \$22/hr to \$32.59/hour
- Strike VI.I.b: "The Superintendent shall have the discretion to place a newly hired teacher up to three (3) levels above or three (3) levels below the level commensurate with the teacher's typical placement on the Salary Schedule."
 - Add language for hiring bonus: "The Superintendent shall have the discretion to recommend to the Board of School Trustees that a one-time starting bonus in an amount not to exceed \$5,000 be paid to a new hire. In order to receive the starting bonus, the new hire must sign an agreement committing to stay employed with the School Corporation for a minimum of two years. If the new hire separates employment prior to the end of the two-year period, then he/she shall repay the bonus in full to the School Corporation."
- COVID Leave Bank language removed

- Instructional Coach A-E rewritten as:
Teacher's possessing the following education credentials will receive the identified stipend(s):
 - A. \$500 Masters plus 15 credits
 - B. \$1000 Masters plus 30 credits
 - C. \$1500 Specialists Degree
 - D. \$2000 Masters plus 45 credits
 - E. \$2500 Doctorates Degree

These stipends for educational credentials may be stacked. For example, a teacher who possesses a Master's plus 30 credits will receive both a \$1,000 stipend (for having a master's plus 30 credits) plus the \$500 stipend (for having a masters plus 15 credits). Stipend C above for Specialists Degree will be skipped without compensation if no specialist certification exists. These educational credential stipends do not become a part of a teacher's base salary.

Days

- Sick Days: IV.B.1.a: Change 13 → 12
 - Language added: "After a teacher uses three (3) consecutive sick leave days, if additional sick leave days need to be used, then the teacher must provide medical certification from a health care professional to the teacher's building administrator."
- Personal Days: IV.B.8: Change 4 → 5.
 - Language added "Teachers electing to use five (5) consecutive personal leave days must submit a request to the Assistant Superintendent for approval at least two weeks in advance of using the days. Five (5) consecutive personal leave days shall never be taken immediately before or after spring break, fall break, or winter break."

Health Insurance Fringe

	2023 Annual Premium - Corporation Contribution	2024 Annual Split Increase 50%	Additional NLCS Contribution	New 2024 Annual Premium - Corporation Contribution	Corp HSA Contribution
Plan HSA 5					
Employee Only	\$5,538.00	\$240.00	\$0.00	\$5,778.00	\$250.00
Employee & Spouse	\$12,357.96	\$522.00	\$0.00	\$12,879.96	\$500.00
Employee & Child	\$10,956.00	\$402.00	\$0.00	\$11,358.00	\$500.00
Family	\$14,180.04	\$654.00	\$0.00	\$14,834.04	\$750.00
Plan HSA 6					
Employee Only	\$5,508.00	\$228.00	\$0.00	\$5,736.00	\$250.00
Employee & Spouse	\$12,117.96	\$468.00	\$0.00	\$12,585.96	\$500.00
Employee & Child	\$10,908.00	\$390.00	\$0.00	\$11,298.00	\$500.00
Family	\$13,832.04	\$582.00	\$0.00	\$14,414.04	\$750.00
Plan HSA 7					
Employee Only	\$7,500.00	\$228.00	\$275.00	\$8,003.00	\$0.00
Employee & Spouse	\$12,117.96	\$468.00	\$0.00	\$12,585.96	\$0.00
Employee & Child	\$10,908.00	\$390.00	\$0.00	\$11,298.00	\$0.00
Family	\$13,832.04	\$582.00	\$0.00	\$14,414.04	\$0.00

NLCS agrees to pay 50% of insurance increase for both years.

Board resolution needed for moving teachers who earn their masters during the 23-24 and 24-25 school year. Those teachers will get their steps and column change. They will move down and then over.

Kevin Yancey
NLCS Superintendent

Lacy Hawkins
NLEA President (Exclusive Representative)

Signed October 16, 2023