

2023 Recommended CBA Format

Article I – Introduction

- A. Parties
- B. Recognition Clause / Composition of Bargaining Unit
- C. Definitions
- D. Contract Interpretation Provisions (optional)
- E. Permissible Provisions (optional)

Article II – Salary / Wages

- A. Salary Range (before increases)
Optional Statement Demonstrating Compliance with \$40,000 Minimum Salary Requirement (recommended if salary range before increases is not at \$40,000)*
- B. Base Salary Increases¹ (Compensation Plan)
 - 1. Eligibility Statement (or Statement of No Increase or Increment, if applicable)
 - 2. Factors and Definitions
 - 3. Distribution
 - 4. Redistribution Plan
 - 5. Other Permissible Salary Items (optional)
- C. Stipends
- D. New Hire Salaries
- E. Wages
 - 1. Ancillary Duty Pay (optional)
 - 2. Extracurricular or Co-Curricular Activity Pay Schedule

Article III – Wage / Salary-Related Fringe Benefits

- A. Leaves
- B. Insurance
- C. Retirement Benefits
- D. Other Permissible Wage / Salary-Related Fringe Benefits

Article IV – Grievance Procedure (optional)

Article V – CBA Term, Hearing/Meeting Attestations, and Ratification

Appendix

*Attach report Submitted to IDOE if 2023 Minimum Salary for Full-time Classroom Teachers < \$40,000

¹ Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.