

NOTICE TO TAXPAYERS

Notice is hereby given to taxpayers of **Clinton Prairie School Corporation, Clinton County, Indiana** that the proper officers of **Clinton Prairie School Corporation, Clinton County, Indiana** will conduct a public hearing on the 2026-27 Collective Bargaining Agreement between the **Clinton Prairie School Corporation** and the **Clinton Prairie Classroom Teachers' Association**.

Complete details of the changes to the Collective Bargaining Agreement may be seen by visiting the website of this unit of government at the following address:

<https://www.in.gov/schools/clinton-prairie/CPSC/Documents/>

Public Hearing Date:	Thursday, October 8
Public Hearing Time:	6:00 pm
Public Hearing Place:	Clinton Prairie Administration Office 2390 S 450 W Frankfort, IN 46041

Taxpayers are invited to attend the meeting for a detailed explanation of the agreement to exercise their rights to be heard on the proposed agreement. If the proposed agreement is adopted by resolution, the resolution will be submitted to the Department of Local Government Finance as per IC 20-40-18-6(d)

TENTATIVE AGREEMENT SUMMARY

9-29-26

CLINTON PRAIRIE COMMUNITY SCHOOL CORPORATION

1. Base Salary: The salary scale will be increased by \$650 across the board, which will result in all teachers receiving a \$650 base salary increase. Teachers who have newly attained a content area masters degree will receive an additional base salary increase in the amount of \$1,225.
2. Stipend: Every teacher will receive a \$350 stipend.
3. ADM Contingency Stipend: If the February 2027 ADM count that is certified by the State of Indiana is two or more students higher than the certified October 2026 ADM count, then an additional stipend will be paid to all teachers by Spring Break 2027 based upon the following sliding scale:

February 2027 ADM is 2 students higher than October 2026 ADM = \$241
February 2027 ADM is 3 students higher than October 2026 ADM = \$361
February 2027 ADM is 4 students higher than October 2026 ADM = \$481
February 2027 ADM is 5 students higher than October 2026 ADM = \$601
February 2027 ADM is 6 students higher than October 2026 ADM = \$722
February 2027 ADM is 7 students higher than October 2026 ADM = \$843
February 2027 ADM is 8 students higher than October 2026 ADM = \$964
February 2027 ADM is 9+ students higher than October 2026 ADM = \$1,085

If the February 2027 certified ADM count is not at least two students higher than the October 2026 certified ADM count, then no contingency stipend will be paid.

4. Literacy Endorsement: Per new IEERB requirements, the literacy endorsement differential will be moved outside of the compensation model factors and distribution plan and will be its own separate provision. The new compliant IEERB language will state: "Prior to receipt of increases described in Article II, Section H, paragraph 4, the base salary of teachers who possess a literacy endorsement will be adjusted one-time, as needed, to reflect a \$200 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement)."
5. New Hire Salary Placement: The language will be amended to reflect that if there are multiple teachers with different salaries within the mirror group, then the new hire will be placed at the lowest salary amount within the mirror group range.
6. Elimination of 20 pay option: Article II, Section H, paragraph 1(c) will be amended to delete the 20 pay option:

Wage payment Arrangement: The school corporation shall pay each teacher in 20 or 26 equal installments in accordance with each teacher's choice as designated to the corporation's procedure.

7. Health Insurance: New language will be added to state – “Insurance premiums will be taken out of the employee’s pay over the course of 24 pays.”
8. Worker’s Compensation: Up to the first seven (7) days of absence due to injury incurred in the performance of contracted employment will initially be charged to the employee’s sick leave. Upon approval of the teacher’s worker’s compensation claim by the School Corporation’s worker’s compensation insurance carrier, the School Corporation shall restore the teacher’s sick leave days that were applied during the first seven days of absence back to the teacher’s unused sick leave balance, and the School Corporation shall compensate the teacher at his/her regular daily rate for the up to first seven (7) days of absence following the occurrence of the worker’s compensation covered injury. A physician’s statement must verify the necessary length of absence. Employees who are absent longer than seven (7) days for an injury may elect to use their accumulated sick leave days in order to be paid the difference between their daily rate less the worker’s compensation pay. Sick leave days will be calculated based on the proportion of the day not compensated by worker’s compensation pay and rounded to the nearest half-day.
9. Day of Physical Assault Leave: If the Superintendent determines a teacher is physically assaulted by a student, parent of a student, or legal guardian of a student, then the teacher will be provided with administrative leave with pay the day the physical assault happens. The teacher will also work with the building administrator on a safety plan upon their return to the classroom if the Superintendent (or his designee) deems a safety plan is necessary. In the event the physical assault would happen at the end of the school day, then the Superintendent in his sole discretion may provide the teacher with administrative leave with pay the next school day.
10. Prep Leave Committee: The parties will form a committee to explore possible solutions relating to interferences with teacher prep time. This is for informational purposes only.
11. Bereavement: The death of a spouse, son, daughter, step-son, step-daughter, or unborn child (miscarriage or stillborn) will be moved out of the 5 day leave category into a new category that will allow for up to 10 days of bereavement leave for the death of one of these specified family members.
12. Pre-school Discount: The 50% discount for teachers who have children enrolled in the district’s pre-school will be added to the employee handbook.
13. Extended Contracts: Special Education Teachers will have 5 extended contract days added to their contract. This is for informational purposes only.
14. Article II, Section I: Will be amended as follows (see bolded language below):

The policy of the School Corporation is to allow the High School Building Principal and Elementary School Principal **during the school year** to use their discretion to provide SPED teachers with extra time as the Principal sees fit to work on ACR and other paperwork related to their students. This provision is included for informational purposes and was not bargained.
15. Dual Credit Committee: The parties will form a committee to explore solutions to incentivize teachers to attain their dual credit certification. This is for informational purposes.