

MEMORANDUM OF UNDERSTANDING

The Greater Clark County School Corporation (the "School Corporation") and the Greater Clark Education Association (hereinafter collectively referred to as the "Parties") are entering into this Memorandum of Understanding as part of the 2023-2025 Master Teachers Contract.

REASON FOR THE MEMORANDUM OF UNDERSTANDING

- A. At the time of formal bargaining during the Fall of 2023, we were unaware of several factors that had a major impact on our budget. At that time, several pieces of legislation were being discussed regarding property taxes and the maximum growth quotient. This was also the time in which curriculum funding was potentially going to have to come from the Education Fund. In addition to those items, with the change of the ADM count day to October, we were not able to account for the possible increase in enrollment. We gained 189 students from October of 2022 to October of 2023, which greatly impacted our budget. The 2023-2025 Master Teacher's Contract was signed on September 26, 2023. Lastly, because of that increase in students we need to increase teacher salaries in order to meet the 62% rule for compliance with state regulation.

- B. Given this new information, the Parties have agreed to enter into this Memorandum of Understanding by amending Article VII, of the 2023-2025 Master Teacher Contract.

Therefore, the Parties agree as follows:

1. The parties agree to amend the current language in Article VII, Paragraph A, Subparagraph 2 (Distribution Plan for 2024-2025 School Year) to state the following: The 2024-2025 salary range before base salary increases are applied is \$46,500 to \$82,500. The 2024-2025 salary range after base salary increases are applied is \$50,000 to \$87,000 (see Appendix A).

2. The Parties agree to amend the language in Article VII, Paragraph E, Subparagraph 2 (Distribution Plan for 2024-2025 School Year) to make the new starting minimum teacher salary to increase to \$50,000. Salary caps will remain in bold at the same level as originally proposed. Salary increases for the 2024-2025 school year will be distributed in accordance with the following plan:

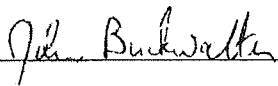
Evaluation= **\$3,500** (which constitutes an across the board increase to the salary scale).

Academic Needs= **\$1,000** (which constitutes 2 steps that eligible returning teachers will take on the 2024-2025 salary scale following the across the board increase to the scale).

The maximum base salary increase that an eligible returning teacher may receive pursuant to this master teacher contract for the 2024-2025 school year is \$4,500.

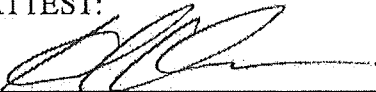
3. This Memorandum of Understanding will be part of the 2023-2025 master teacher contract and will remain in effect until the expiration of the 2023-2025 master teacher contract term.

GREATER CLARK COUNTY
SCHOOL CORPORATION



Board President


ATTEST:



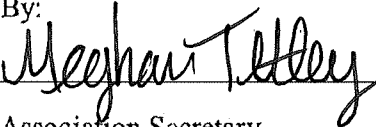
Board Secretary

May 14, 2024
Ratification Date:

GREATER CLARK EDUCATION
ASSOCIATION

By:


Association President

By:


Association Secretary

May 14, 2024
Ratification Date:

Appendix A
2024-2025 Salary Schedule

A	50,000		AA	63,000		AAA	76,000
B	50,500		BB	63,500		BBB	76,500
C	51,000		CC	64,000		CCC	77,000
D	51,500		DD	64,500		DDD	77,500
E	52,000		EE	65,000		EEE	78,000
F	52,500		FF	65,500		FFF	78,500
G	53,000		GG	66,000		GGG	79,000
H	53,500		HH	66,500		HHH	79,500
I	54,000		II	67,000		III	80,000
J	54,500		JJ	67,500		JJJ	80,500
K	55,000		KK	68,000		KKK	81,000
L	55,500		LL	68,500		LLL	81,500
M	56,000		MM	69,000		MMM	82,000
N	56,500		NN	69,500		NNN	82,500
O	57,000		OO	70,000		OOO	83,000
P	57,500		PP	70,500		PPP	83,500
Q	58,000		QQ	71,000		QQQ	84,000
R	58,500		RR	71,500		RRR	84,500
S	59,000		SS	72,000		SSS	85,000
T	59,500		TT	72,500		TTT	85,500
U	60,000		UU	73,000		UUU	86,000
V	60,500		VV	73,500		VVV	\$86,500
W	61,000		WW	74,000		WWW	\$87,000
X	61,500		XX	74,500			
Y	62,000		YY	75,000			
Z	62,500		ZZ	75,500			

*The most someone without a degree may receive is \$56,000.

*The most someone with a Bachelor's degree may receive is \$66,000.

*The most someone with a Master's degree may receive is \$82,000.

*The most someone with a Master's +30 degree may receive is \$87,000.