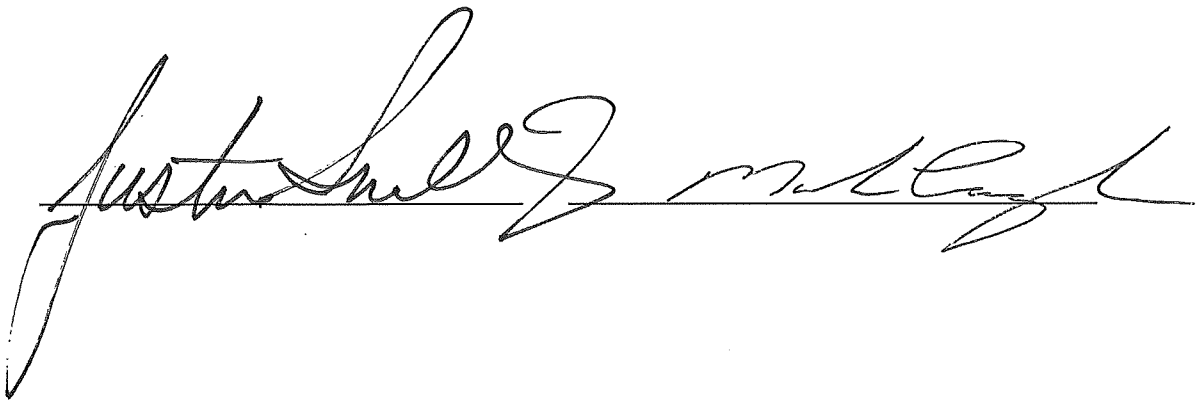


Tentative Agreement between GCEA and GCCS  
September 18, 2025

- Agree to clarify Thurby language.
- Agree to \$500 to HSA for all subscribers.
- Agree to cap salary schedule at \$90,000, with any additional to be paid by stipend.
- Agree to the removal of TAG language.
- Agree to the proposed Pay Increase
  - Agree to \$2000 base increase in the 1st year of the contract
  - Agree to 3 levels in the 2nd year of the contract.
- GCEA representatives and GCCS Admin will create a joint Task Force to analyze and investigate the compression issues with salary. This is not a bargainable item and is for informational purposes only.
- Bereavement - Section D Item 2
  - Add language that allows the use of the 1 day to "attend" funerals/celebration of life outside the 10-day window. Documentation for the event would remain unchanged. *End of School Year*
- Literacy Endorsement
  - \$200 to base pay for attainment of Literacy Endorsement. Teachers will provide documentation by 10/31. Asterisk will be added below current Salary Schedule to denote additional compensation
- Article V, G. 2 Maternity Leave
  - Change "temporary disability due to pregnancy" to "maternity leave"
- Documentation for Degree Change, Dual Credit, other endorsements deadline moved to October 31 to align with Literacy Endorsement requirements
- Compensation Language will be finalized via email by parties.
- Contract Redline will be sent to Justin Snelling, GCEA Bargaining Chair for final approval by GCEA Team.

A large, stylized handwritten signature in black ink, which appears to read "Justin Snelling", is written over a horizontal line.

School	Position	# of Positions	Current Pay	New Pay	Increase Amt. Per Position	Overall Cost Increase
JHS	Wrestling- Assistant	3	\$3,000.00	\$3,500.00	\$500.00	\$1,500.00
JHS	Tennis- Assistant	1	\$3,000.00	\$3,500.00	\$500.00	\$500.00
JHS	Volleyball- Asst.	2	\$3,000.00	\$3,500.00	\$500.00	\$1,000.00
JHS	Baseball- Asst.	2	\$3,000.00	\$3,500.00	\$500.00	\$1,000.00
JHS	Softball- Asst.	2	\$3,000.00	\$3,500.00	\$500.00	\$1,000.00
JHS	Track- Asst.	4	\$3,000.00	\$3,500.00	\$500.00	\$2,000.00
CHS	Wrestling- Assistant	3	\$3,000.00	\$3,500.00	\$500.00	\$1,500.00
CHS	Volleyball- Asst.	1	\$3,000.00	\$3,500.00	\$500.00	\$500.00
CHS	Baseball- Asst.	2	\$3,000.00	\$3,500.00	\$500.00	\$1,000.00
CHS	Softball- Asst.	2	\$3,000.00	\$3,500.00	\$500.00	\$1,000.00
CHS	Track- Asst.	2	\$3,000.00	\$3,500.00	\$500.00	\$1,000.00
NWHS	Wrestling- Assistant	1	\$3,000.00	\$3,500.00	\$500.00	\$500.00
NWHS	Volleyball- Asst.	1	\$3,000.00	\$3,500.00	\$500.00	\$500.00
NWHS	Baseball- Asst.	1	\$3,000.00	\$3,500.00	\$500.00	\$500.00
NWHS	Softball- Asst.	1	\$3,000.00	\$3,500.00	\$500.00	\$500.00
NWHS	Track- Asst.	2	\$3,000.00	\$3,500.00	\$500.00	\$1,000.00
	Athletic Total					\$15,000.00
	Athletic Total		\$15,000.00			
	Leadership (Directed Positions Only)		\$39,600.00			
	Related Arts		\$17,500.00			
	<b>Grand Total</b>		<b>\$72,100.00</b>			

School	Position	# of Positions	Current Pay	New Pay	Increase Amt. Per Position	Overall Cost Increase
CHS	Academy Team Lead/BLT	11	\$1,600.00	\$2,000.00	\$400.00	\$4,400.00
JHS	Academy Team Lead/BLT	13	\$1,600.00	\$2,000.00	\$400.00	\$5,200.00
NWMHS	Academy Team Lead/BLT	9	\$1,600.00	\$2,000.00	\$400.00	\$3,600.00
CMS	Academy Team Lead/BLT	4	\$1,600.00	\$2,000.00	\$400.00	\$1,600.00
PVMS	Academy Team Lead/BLT	6	\$1,600.00	\$2,000.00	\$400.00	\$2,400.00
RVMS	Academy Team Lead/BLT	8	\$1,600.00	\$2,000.00	\$400.00	\$3,200.00
FSES	Academy Team Lead/BLT	6	\$1,600.00	\$2,000.00	\$400.00	\$2,400.00
CES	Academy Team Lead/BLT	6	\$1,600.00	\$2,000.00	\$400.00	\$2,400.00
NWES	Academy Team Lead/BLT	6	\$1,600.00	\$2,000.00	\$400.00	\$2,400.00
NES	Academy Team Lead/BLT	6	\$1,600.00	\$2,000.00	\$400.00	\$2,400.00
PWES	Academy Team Lead/BLT	6	\$1,600.00	\$2,000.00	\$400.00	\$2,400.00
RES	Academy Team Lead/BLT	6	\$1,600.00	\$2,000.00	\$400.00	\$2,400.00
PIKE	Academy Team Lead/BLT	6	\$1,600.00	\$2,000.00	\$400.00	\$2,400.00
UES	Academy Team Lead/BLT	6	\$1,600.00	\$2,000.00	\$400.00	\$2,400.00
					Total Cost	\$39,600.00

School	Position	# of Positions	Current Pay	New Pay	Increase Amt. Per Position
CHS	Band- Basketball	1	\$4,000.00	\$4,500.00	\$500.00
CHS	Band- Football	1	\$5,200.00	\$5,700.00	\$500.00
CHS	Vocal Music	1	\$3,400.00	\$3,900.00	\$500.00
CHS	Drama- Fall	1	\$2,000.00	\$2,500.00	\$500.00
CHS	Drama- Spring	1	\$2,000.00	\$2,500.00	\$500.00
JHS	Band- Basketball	1	\$4,000.00	\$4,500.00	\$500.00
JHS	Band- Football	1	\$5,200.00	\$5,700.00	\$500.00
JHS	Vocal Music	1	\$3,400.00	\$3,900.00	\$500.00
JHS	Drama- Fall	1	\$2,600.00	\$3,100.00	\$500.00
JHS	Drama- Spring	1	\$2,600.00	\$3,100.00	\$500.00
JHS	Drama- Fall	1	\$1,300.00	\$1,800.00	\$500.00
JHS	Drama- Spring	1	\$1,300.00	\$1,800.00	\$500.00
NWHS	Band- Basketball	1	\$4,000.00	\$4,500.00	\$500.00
NWHS	Vocal Music	1	\$3,400.00	\$3,900.00	\$500.00
NWHS	Drama- Fall	1	\$1,600.00	\$2,100.00	\$500.00
NWHS	Drama- Spring	1	\$1,600.00	\$2,100.00	\$500.00
NWMS	Band- Fall	1	\$600.00	\$1,100.00	\$500.00
NWMS	Band- Spring	1	\$600.00	\$1,100.00	\$500.00
NWMS	Choir- Fall	1	\$600.00	\$1,100.00	\$500.00
NWMS	Choir- Spring	1	\$600.00	\$1,100.00	\$500.00
CMS	Band- Fall	1	\$600.00	\$1,100.00	\$500.00
CMS	Band- Spring	1	\$600.00	\$1,100.00	\$500.00
CMS	Choir- Fall	1	\$600.00	\$1,100.00	\$500.00
CMS	Choir- Spring	1	\$600.00	\$1,100.00	\$500.00
CMS	Theatre	1	\$1,200.00	\$1,700.00	\$500.00
PVMS	Band- Fall	1	\$600.00	\$1,100.00	\$500.00
PVMS	Band- Spring	1	\$600.00	\$1,100.00	\$500.00
PVMS	Choir- Fall	1	\$600.00	\$1,100.00	\$500.00
PVMS	Choir- Spring	1	\$600.00	\$1,100.00	\$500.00
PVMS	Theatre	1	\$1,200.00	\$1,700.00	\$500.00
RVMS	Band- Fall	1	\$600.00	\$1,100.00	\$500.00
RVMS	Band- Spring	1	\$600.00	\$1,100.00	\$500.00
RVMS	Choir- Fall	1	\$600.00	\$1,100.00	\$500.00
RVMS	Choir- Spring	1	\$600.00	\$1,100.00	\$500.00
RVMS	Theatre	1	\$1,200.00	\$1,700.00	\$500.00
				Total Increase	\$17,500.00