

Bremen Public Schools
Master Contract for Certified Teachers

Agreement Between
The Board of School Trustees of Bremen Public Schools
and The Bremen Education Association

Bremen, Indiana

Effective July 1, 2026 to June 30, 2027

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Article I: Recognition

1.1 The Board of School Trustees of Bremen Public Schools, hereinafter referred to as Board, hereby recognizes the Bremen Education Association, hereinafter referred to as BEA, as the exclusive representative of the members, hereinafter referred to as teachers, of the following bargaining unit.

1.2 Per the IEERB affirmation dated June 14, 2016, the bargaining unit of Bremen Education Association exclusive representative and Bremen Public School Corporation school employer is the following: All certificated personnel under a certified contract with Bremen Public Schools, with the exception of all central office personnel, building level administrators, and athletic directors.

1.3 Dates of Required Public Hearings

- Pre-Bargaining Public Meeting: September 9, 2026 at 6:30pm in Central Office
- Tentative Agreement (TA Meeting): October 14, 2026 at 6:30pm in Central Office
- School Board Ratification Meeting: November 11, 2026 at 6:30pm in Central Office

Article II: Bargaining Unit Rights

Teachers shall have the following rights through the BEA, their exclusive representative:

2.1 When any member of the BEA or any teacher represented by the BEA is required by the Board or administration to meet with the Board or administration during the regular school day, said BEA member or teacher shall be allowed to attend said meeting without loss of pay or use of leave benefits.

2.2 The BEA president shall be allowed two (2) days per school year for the conduct of BEA business. Such days may be taken in one-half day increments, and the BEA shall pay the cost of the substitute.

Article III: Extended Contracts

3.1 Extended Days and Extended Contract Days: In the event that a teacher be assigned an extended day schedule for the purpose of classroom instruction, said teacher's salary shall be increased by the result of the following calculation: (A / B / six (6) hours = hourly rate) X C X D = E

- A = Regular contract salary amount, less any additional compensation
- B = Number of days in a regular contract
- C = Hours per day (including fractions of an hour) extended schedule will be conducted
- D = Number of days extended schedule will be conducted
- E = Dollar amount to be added to base salary

This does not apply to flexible schedules, which are simply adjustments to a normal schedule.

Article IV: Deductions

The Board will deduct from the paycheck as regulated by the following guidelines:

4.1 Deduction Details: The Board shall grant teachers the right to voluntary payroll deductions of the Board's and/or the Board's administrative representative's discretion. Examples of such deductions may include, but are not limited to the following: Insurance premiums (LTD, medical, dental, vision, life, cancer, accident), health savings accounts, Bremen Partnership for Education donations, daycare and preschool services, flex accounts, United Way donations, and 403B contributions.

Article V: Leaves of Absence

5.1 Paid Leave: Teachers will be allotted fourteen (14) paid-leave days during their first year of employment and allotted twelve (12) paid-leave days for each subsequent year of service, for the transaction of personal business, civic affairs, or illness.

a. Employees may use up to (4) days consecutively with prior approval of the building principal. Such requests may be denied based upon the availability of substitutes at the discretion of the superintendent.
b. If paid leave is being utilized for illness, a note from a medical provider will be required for leaves longer than four (4) consecutive days. Leaves for illness are not subject to approval by the building principal.
c. If paid leave is being utilized to extend Fall Break, Thanksgiving Break, Winter Break, and Spring Break, the employee will be charged two (2) paid-leave days for each day absent.
d. In the event of illness prior to or following the restricted breaks (listed in 5.1c), the employee will be charged one (1) day per absence provided the employee provides a note from a medical provider.
e. Any leftover paid-leave days will be rolled over at the end of the contract year, into the employee's individual accumulated sick leave until a maximum of 60 days is reached.
f. For employees who have reached the 60 accumulated sick leave day cap, unused paid-leave days will be purchased back at the end of the contract year, at a rate of $75 per day.
g. Paid-leave days may not be divided into less than half-day units.
h. All paid-leave days must be used prior to submitting a request, to the Superintendent, for unpaid leave.

Personal Unpaid Leave: Employees who require additional days of personal leave for reasons not included in this contract, upon written request to the Superintendent, may be granted additional days for which they will sacrifice pay as defined below for that period of time at the rate at which they have been contracted.

Definition of Pay: In the event that an employee is granted unpaid leave, the employee will surrender 1.17 x his/her daily rate.

5.2 Accumulated Employee Sick Leave: Unused paid-leave days will accumulate and be credited to the teacher for use in future years (as accumulated sick leave) up to a maximum of sixty days (60) days. Each employee has a maximum of their accumulated sick leave days plus the current year's allotment of paid leave which totals a potential of seventy-two (72) sick days to start any contract year. Any sick leave beyond that may fall to long-term disability insurance and/or the sick leave bank.

a. To access accumulated sick-leave, the employee must have exhausted the current year's allotment of twelve (12) paid leave days. Additionally, the employee will be required to provide a note from a medical provider.

b. In the event an employee experiences a serious medical event or family health crisis, the employee may access their accumulated sick leave after using nine (9) paid leave days.
    i. The definition of family would include the teacher's parents, teacher's spouse or teacher's or their spouse's children.
    ii. The employee will be required to provide a note from a medical provider.
    iii. The employee will also be required to receive superintendent approval.
c. In the event an employee experiences a serious family health crisis, the employee may use up to fifteen (15) accumulated sick leave days per year with medical documentation and superintendent approval.
d. Teachers employed to teach summer school classes may be absent from work, with pay, on account of illness or quarantine for one (1) day during the period of summer school employment. Teachers may use up to one (1) additional day of their accumulated sick leave.
e. Teachers who have been employed in a certified commissioned school prior to being employed in the Bremen Public Schools shall have their accumulated sick leave from the previous corporation transferred into Bremen starting with twenty-five (25) days to be made immediately available during the first year of employment. Subsequent years will allow the transfer of remaining days at the rate of twenty-five (25) days per school year until all days have been transferred or the established maximum allowed has been reached.
f. Teachers will be allowed up to five (5) paid days for Emergency Family Leave per school year in case of severe illness or accident in the immediate family of the teacher. Emergency Family Leave days cannot accumulate. This leave shall be granted if the following conditions are met.
    i. It meets the definition for family members. The definition of family member would include teacher's parents, teacher's spouse or teacher's or their spouse's children.
    ii. Prior to receiving Emergency Family Leave, the teacher must have exhausted all of their paid time off and fifteen (15) allowable accumulated sick leave days.
    iii. To be eligible, any remaining paid leave days combined with unpaid days must be utilized to equal a total of 5 days.
    iv. The teacher submits a written request to the superintendent explaining the circumstances.
g. All or any part of a maternity leave taken because of temporary disability may be charged at the teacher's discretion, to available accumulated sick leave days, including the current year's allotment of paid-leave days, provided the attending physician certifies that the employee is unable to perform regular duties.
h. Employees are awarded two (2) days for parental leave for the purposes of birth/adoption, and bringing the child home.

5.3 Sick Leave Bank: A voluntary sick leave bank shall be maintained for the personal benefit of all teachers who elect to join the sick leave bank. Loans from the sick leave bank are available only for situations involving personal illness of the teacher. Loans will not be granted for cases concerning illness of family members. This sick leave bank will be regulated by the following conditions and procedures.

a. Structure
    i. The annual enrollment period for new membership in the bank shall close on the thirtieth (30th) calendar day following the first student day of each school year. Teachers desiring to voluntarily join the bank may do so during this time frame by submitting a completed

application to the superintendent. Teachers employed after the annual enrollment period has closed may join the bank by submitting a completed application to the superintendent no later than the thirtieth (30th) calendar day following the date of their employment.

ii. Teachers desiring to have membership in the bank must donate two (2) of their paid-leave days to the bank. To continue membership thereafter, members must donate one (1) day of paid leave to the bank each year unless the beginning balance of days in the bank is two hundred (200) or more days. For the purposes of this provision, the beginning balance will be determined after new membership donations and loan repayments have been credited to the bank.

iii. If, at any point in time, the balance of days in the bank is reduced to thirty (30) days or less, each member of the bank will automatically be assessed one (1) day of paid leave to replenish the bank, unless the member indicated, in writing, a desire to terminate membership. Written notice of the need to replenish the bank will be given to all members prior to the assessment being enacted. Members desiring to terminate membership must inform the superintendent, in writing, within five (5) workdays after receipt of said notice.

iv. Membership in the sick leave bank shall be automatically continued from one school year to the next, unless the member indicated, in writing, his election to withdraw from the bank. Such withdrawal must be indicated during the annual enrollment period or in accordance with the provisions in paragraph 3 above. Once a member has withdrawn, he/she must follow the procedures for enrollment of new members.

v. All paid-leave days donated to the bank lose their identity and are considered a permanent contribution. They are not transferable in any sense.

b. Procedure

i. A current member of the bank may request a loan from the bank only after all of said member's paid-leave days and accumulated sick leave days have been used and after said member has been absent, without pay, an additional five (5) days.

ii. Application for a loan must be made in writing to the superintendent and must include a physician's certificate stating the nature and estimated length of disability. The application must be submitted by the member or a personal representative in cases where the member is unable to do so. The superintendent shall contact the BEA President as soon as possible so that a committee may be formed (committee as defined in BPS Employee Handbook).

iii. An application will be acted upon by the committee and the Chairperson of the committee shall inform the applicant and the superintendent, in writing, of the decision within five (5) days following the committee's action. The decision of the committee shall be final.

iv. Loans shall be limited to a maximum of thirty (30) days per application.

c. Repayment of Loan

i. A loan recipient who remains in the employment of Bremen Public Schools shall repay the bank the borrowed days at the minimum rate of three (3) days per school year until the loan is repaid. The minimum of three (3) days shall be transferred to the bank at the beginning of each school year. At the member's option, an additional loan payment may be made at the end of the year in an amount up to one-half (1/2) of the member's remaining paid-leave days.

ii. A loan recipient who leaves the Bremen Public Schools with the loan unpaid must transfer all paid-leave and accumulated sick leave, up to the amount of the unpaid loan, to the bank

before being credited with sick leave, which may be transferred to another corporation. Should such employee return to employment with Bremen Public Schools, any remaining loan balance must be repaid as specified in number 1 above.

iii. A loan recipient who retires or becomes totally disabled shall be exempt from repayment of any outstanding loan balance.

5.4 Bereavement Leave: A teacher may be absent from work, with pay, because of a death of the teacher's spouse, for not more than ten (10) days within 30 days following the death. A teacher may be absent from work, with pay, because of a death in the teacher's family, for not more than five (5) days within 30 days following the death. The teacher's family shall include all persons domiciled in the teacher's residence. Additionally, included in the teacher's family are the teacher's spouse and the teacher's or spouses' children, siblings, parents, grandparents and grandchildren, regardless of domicile.

A teacher may be absent from work with pay because of the death of a close friend or relative not included in the above definition of the teacher's family for one (1) day. Requests for bereavement leave, outside the scope of the defined policy, may be made in writing to the superintendent and addressed on a case-by-case basis.

5.5 Military Leave: If military service is required of a teacher because of a National Guard or Reserve encampment or a period of active duty for training or due to any emergency situation during the school year, the teacher required to participate shall be granted a temporary leave of absence. During such leave, the employee will receive his regular salary for a period not to exceed fifteen (15) days in any one calendar year.

5.6 Assault: Appearance before a judicial body or legal authority as a result of assault by a student or outsider in the course of their duties as a teacher will not result in loss of wages or in reduction of accumulated sick leave of the teacher.

Article VI: Compensation

6.1 Compensation Details: Funding for this model is based upon three sources:

- Certified Salary Savings Reallocation – This is the calculated savings difference between the cost of retiring and resigning bargaining unit members and their corresponding replacements
- Enrollment-Driven Funding –Sixty-five percent (65%) of new revenue
- Reduction in Force Savings Reallocation – Savings experienced by not replacing staff members who left through attrition

New revenue (for the 2026-27 contract) is defined as revenue generated by Tuition Support, Special Education Grant, and Career and Technical Education Grant that is in excess of the funding from the 2025-2026 contract year for the same revenue sources. The net amount available for employee compensation resulting from these three funding sources is (accounting for teacher retirement and social security costs): $132,270.

Using these three sources as a beginning point of negotiation, the BEA and the Board have agreed upon the following:

a. Salary range for full-time classroom teachers (instructs students at least 50% of the workday) for 2026-27: $47,800 to $83,414.
b. General Eligibility: Employee must have a year of service (120 days or more), and
    i. An evaluation rating of "Meets Expectations."
    ii. Except as provided in section 6.1(b)(d) of this contract, a teacher who received an evaluation rating of "Does Not Meet Expectations" in the prior school year is not eligible for any salary increase and remains at their prior year salary.
    iii. A teacher who is in the first two (2) full school years of instructing students who receives an evaluation rating of "Does Not Meet Expectations" is eligible for a salary increase.
c. Pay Allocation: Full-time employees who meet the General Eligibility guidelines will receive a base pay increase of $1,000 for the 2026-2027 school year.
    i. Employees less than full-time will receive a prorated base salary increase depending upon the percent of full-time they are employed.
    ii. Each teacher who "Meets Expectations" will receive their increase defined by this contract within forty-five (45) days after contract ratification and Board approval. This increase will be distributed through a single retroactive pay amount followed by an adjusted bi-weekly amount for the remainder of the contract.
    iii. Teachers who have earned their Literacy Endorsement by December 1, 2026 will receive an additional base pay increase of $250.
        1. Teachers who do not earn their Literacy Endorsement by December 1, 2026, will next be eligible to receive the additional $250 base pay increase on June 30, 2027, provided they have earned the endorsement by that date.
d. Factors and Definitions:
    i. Evaluation rating (Contributes 50% to the base pay increase) – The teacher received a "Meets Expectations" evaluation rating for the prior year.
    ii. Year of experience (Contributes 40% to the base pay increase) – The teacher was employed in the corporation for at least 120 days in the prior year.
    iii. Academic Need (Contributes 10% to base pay increase) – The teacher has participated in at least three (3) hours of professional development to improve student outcomes.
e. New teacher hires to Bremen Public Schools, including those with and without teaching experience, will be assigned salaries according to the negotiated schedule located within Appendix B.
f. For the 2026-2027 contract year, the maximum sick leave accumulation is sixty (60) days. Employees who have an existing accumulation beyond sixty (60) days will be compensated $75 per day as a one-time stipend from the Education Fund cash balance.

6.2 Additional Compensation: See Appendix A for the Extracurricular Assignment Schedule

a. The parties agree that the Extracurricular Assignment Schedule, in Appendix A, shall constitute the pay for such assignments during this contract.
b. Teachers shall be paid according to their experience in the activity or related experience.
c. If a position is shared, the compensation will be split, and each participant will be compensated at the percentage of the position they are filling multiplied by their respective rate on the salary schedule.

6.3 Curricular Responsibilities And Professional Development: Approved curriculum projects or professional development activities completed outside the regular school hours will be compensated at the rate of $20.00 per hour up to a maximum of $140 per full day as determined by the administrator. Formal coursework for graduate level credit and activities directly relating to maintaining teaching qualifications/certifications/licensure are not eligible for this compensation.

Article VII: Fringe Benefits

7.1 Severance Pay At Time Of Retirement: Severance pay shall be granted to a retiring teacher at the rate of one-hundred dollars ($100) per year of service in Bremen Public Schools. Additionally, if a teacher has accumulated thirty (30) days or more of sick leave, he/she shall be reimbursed at the rate of seventy-five dollars ($75) per day if the following conditions are met:

a. The Board requires teachers to submit, in writing, their retirement notifications prior to March 1, 2027. This notice is required to allow the corporation adequate time to recruit and select the best possible replacement. After this deadline, the Board may waive this requirement for timely notice, at its discretion, if, in the opinion of the Board, the circumstances surrounding the retirement justify such waiver.
b. To receive severance pay, the teacher must have a minimum of fifteen (15) years of service in Bremen Public Schools.
c. The added compensation for severance pay will be considered a part of the teacher's final contract salary and will be paid to the teacher on the payday following the last day of the teacher's employment.
d. Upon the demise of any teacher eligible for severance pay, said severance pay such teacher would have received shall be paid in a lump sum to any person or organization as may have been designated by said teacher in writing to the Board. In the absence of said written designation, the severance pay shall be paid to the primary beneficiary listed on the teacher's group life insurance policy with Bremen Public Schools.
e. Teachers may also be eligible for early retirement benefits as determined by the Corporation 457 plan as detailed in Board Policy 4140.01.

7.2 Life Insurance: Each teacher so choosing will be provided with fifty thousand dollars ($50,000) of term life insurance coverage. The cost to the teacher for said insurance shall be one dollar ($1.00).

7.3 Long Term Disability: Each teacher so choosing will be provided with Long Term Disability Insurance (LTD) coverage. The cost to the teacher for said insurance shall be one dollar ($1.00).

7.4 Health Insurance: The Board shall provide the following maximum amounts toward the premium cost of health insurance for each teacher enrolled in a group health insurance program established for Bremen Public Schools. Each teacher may select any group health insurance coverage approved by the Board, provided enrollment requirements are fulfilled. The Board will not contribute to PPO Plan #1, but will contribute to HDHP Plans #2 and #3. In all cases, the Board's contribution toward the cost of insurance premiums shall not exceed the actual cost of the premium, less one dollar ($1.00).

a. Maximum Board Contribution:
    i. Single Plan - $9,396

ii. Family Plan- $16,620

b. Married couples who both work full-time in the corporation will receive both a single and family board contribution totaling $26,016.
c. In the event of any rebate or refund of premiums, one hundred percent (100%) will be used to offset premium increases paid to the medical carrier.
d. Refer to employee handbook for current health insurance plan options.
e. Insurance options for retiring employees can be found in the employee handbook.

7.5 Vision Insurance: The Board shall provide the following amounts toward the premium cost of Vision Insurance for each teacher enrolled in a group vision insurance plan established for Bremen Public Schools. Each teacher may select any vision insurance coverage approved by the Board, provided enrollment requirements are fulfilled. In all cases, the Board's contribution toward the cost of insurance premiums shall be the actual cost of the premium, less one dollar ($1.00).

a. In the event of any rebate or refund of premiums, one hundred percent (100%) will be used to offset premium increases paid to the insurance carrier.

7.6 Dental Insurance: The Board shall provide the following maximum amounts toward the premium cost of dental insurance for each teacher enrolled in a group dental insurance program established for Bremen Public Schools. Each teacher may select the single coverage approved by the Board, provided enrollment requirements are fulfilled. In all cases, the Board's contribution toward the cost of insurance premiums shall be the actual cost of the premium, less one dollar ($1.00).

a. In the event of any rebate or refund of premiums, one hundred percent (100%) will be used to offset premium increases paid to the insurance carrier.

7.7 Section 125: The Board shall pay the annual enrollment fees to allow teacher participation in a Section 125 program. Some of the features to be included in the Section 125 program shall include the availability of premium conversion, unreimbursed medical account, and dependent care account, provided any enrollment requirements are fulfilled.

7.8 Liability Insurance: Teachers shall be included under corporation liability insurance that shall be for an amount of at least one million dollars ($1,000,000).

7.9 Travel Reimbursement: Within limits established by the Board and/or administration, teachers shall be reimbursed for actual costs incurred because of travel approved, in advance, by the Board and/or administration. Travel expenses, subject to reimbursement, shall be limited to the costs of registration fees, meals, lodging, and transportation to and from Bremen and the point of destination. Use of a personal vehicle for transportation, while on approved travel, will be reimbursed at the rate current rate per mile established by the Internal Revenue Completed claim forms (approved by the State Board of Accounts) and valid receipts must be submitted to the superintendent before reimbursement will be made.

Article VIII: Grievance Procedure

8.1 Definitions:

- Grievance -A grievance is a claim by a teacher, or by the BEA when acting on behalf of a group or class of teachers, that there has been a violation, misinterpretation, or misapplication in the implementation of a specific article or section of an article of this agreement.
- Grievant - The term grievant shall mean the teacher who is seeking remedy for an alleged grievance. When a grievance has been filed on behalf of a group or call of teachers by the BEA, the term grievant shall mean the BEA.
- Griever - The term griever shall mean the person whose action or lack of action is the basis for the alleged grievance.
- Day - For the purpose of this article, all uses of the words "day" or "days" shall mean teacher contract days or weekdays not designated as school holidays when school is not in session.
- Written Grievance - The term "written grievance" shall mean a written statement of the grievance which must include:
    - The name(s) of the grievant(s)
    - The name(s) of the griever(s)
    - Identification of the specific provision(s) of this agreement which the grievant asserts has/have been violated, misinterpreted, or misapplied
    - A description of the facts of the basis for the grievance and why the grievant believes such action or lack of action is a violation, misinterpretation, or misapplication of this agreement
    - The date the basis for the alleged grievance occurred
    - The specific remedy sought by the grievant
    - The signature of the grievant. A grievance filed on behalf of a group or class of teachers by the BEA must contain the signature of the BEA president

8.2 MECHANICS OF THE PROCEDURES

a. A grievant may be accompanied and/or assisted by a BEA representative and/or legal counsel at any meeting or in the production of any documents required in the grievance procedures.
b. The griever, superintendent, and Board may be accompanied and/or assisted by any supportive association representative and/or legal counsel at any meeting or in the production of any documents required in the grievance procedures.
c. The time limits as required in this procedure may be extended by written agreement of the grievant and griever or the grievant and superintendent, or his/her designee.
d. If any written document as required in this procedure is not delivered until the last day for timely delivery, and if the recipient of the written document is not present for work on the last day for timely delivery, then the last day for timely delivery of said document shall be extended to the next day the recipient is present for work. If the U.S. Postal Service is used for delivery of said documents, the postmark must be no later than the final day for timely delivery as originally required by the grievance procedure.
e. If more than one teacher is seeking remedy for the same alleged grievance, they may all co-sign the same written grievance.
f. The grievance procedure shall terminate at any time the grievant fails to appear for a meeting or fails to comply with established time limits required in this grievance procedure. In such circumstances, the alleged grievance will be deemed to have been resolved at the next previous point of disposition by the griever or the superintendent, or his/her designee.
g. The grievance procedure may be terminated at any time by the grievant upon written notice to the appropriate respondent at that point in time.

8.3 PROCEDURES

a. Grievant(s) Meeting: If a teacher or BEA (grievant) believes the basis for a grievance may exist, the grievant must meet and discuss the situation with the griever(s) who are involved in the alleged grievance.
b. Written Grievance Submitted: If the grievant(s) still believes that a grievance exists after the above meeting, the grievant(s) must submit a written grievance to the griever(s) no later than ten (10) days after the meeting in step a.
c. Griever(s) Meeting: The griever(s) shall meet to discuss the grievance with the grievant(s) no later than five (5) days after the receipt of the written grievance step b.
d. Griever(s) Written Response: The griever(s) shall deliver their written disposition of the grievance to the grievant no later than five (5) days after the meeting in step c.
e. Chain of Command: Steps b., c., and d. may be repeated up the chain of command. At each level, the written grievance is submitted with reasons explaining why the grievance is not yet resolved. Each timeline is no later than five (5) days.
f. School Board: If the grievance reaches the School Board,
    i. The written grievance with additional reasons must be addressed to the President of the Board and must be delivered to the Superintendent who shall forward it to the President of the Board.
    ii. The grievant(s) must meet with the Board in executive session to discuss the grievance on the date of the next regular Board meeting when a legal executive session can be held.
    iii. The final disposition will be made by the Board and the Board's written disposition will be made and delivered to the grievant(s) no later than five (5) days after the executive session.

Article IX: Tentative Agreement

9.1 The Bremen Education Association and administrative representatives from Bremen Public Schools have reached a tentative agreement as of October 8, 2026.

In witness whereof, the parties have executed this agreement, attested to by the signatures below, this October 8, 2026.

Bremen Education Association

BY: _____

Co-Chairperson Negotiations Committee

BY: _____

Co-Chairperson Negotiations Committee

Bremen Public Schools

BY: _____

Superintendent of Schools

Article X: Terms of Agreement

10.1 The provisions of this agreement shall be in effect on July 1, 2026 and shall continue in full force and effect until June 30, 2027. The undersigned attest to the following:

1. A public hearing was held on September 9, 2026 at 6:30 pm in Central Office [in compliance with I.C. 20-29-6-1(b)], and electronic participation from the parties and/or public was not permitted; and
2. A public meeting was held on October 14, 2026 at 6:30 p.m. in the Central Office [in compliance with I.C. 20-2906-19] to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.
3. Final adoption of this contract was approved by the Board of School Trustees at their regularly scheduled meeting on November 11, 2026 at 6:30 p.m. in the Central Office. Electronic participation from the governing body and/or public was not permitted.

In witness whereof, the parties have executed this agreement, attested to by the signatures below, this November 11, 2026.

Bremen Education Association

BY: _____

Co-Chairperson Negotiations Committee

BY: _____

Co-Chairperson Negotiations Committee

Bremen Public Schools

BY: _____

School Board President

BY: _____

Superintendent of Schools

Appendix A: Extracurricular Assignment Schedule

High School Athletics

	Head Coach			Assistant Coach			Freshman or 3rd Coach		
Tier 1	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
Football	7,000	8,000	9,000	4,500	5,000	5,500	2,900	3,200	3,500
Football Cont.				4,500	5,000	5,500	2,900	3,200	3,500
Girls Basketball	7,000	8,000	9,000	4,500	5,000	5,500	2,900	3,200	3,500
Girls Bball Cont.							2,900	3,200	3,500
Boys Basketball	7,000	8,000	9,000	4,500	5,000	5,500	2,900	3,200	3,500
Boys Bball Cont.							2,900	3,200	3,500
Swimming-Boys & Girls	7,000	8,000	9,000	4,500	5,000	5,500	2,900	3,200	3,500
Girls Soccer	7,000	8,000	9,000	4,500	5,000	5,500	2,900	3,200	3,500
Boys Soccer	7,000	8,000	9,000	4,500	5,000	5,500	2,900	3,200	3,500
Volleyball	7,000	8,000	9,000	4,500	5,000	5,500	2,900	3,200	3,500
	Head Coach			Assistant Coach			Freshman or 3rd Coach		
Tier 2	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
Wrestling	4,800	5,300	5,800	3,100	3,400	3,700	2,200	2,400	2,600
Softball	4,800	5,300	5,800	3,100	3,400	3,700	2,200	2,400	2,600
Baseball	4,800	5,300	5,800	3,100	3,400	3,700	2,200	2,400	2,600
Track-Boys & Girls	4,800	5,300	5,800	3,100	3,400	3,700	2,200	2,400	2,600
Track Cont							2,200	2,400	2,600

	Head Coach			Assistant Coach		
Tier 3	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
Girls Tennis	3,500	3,800	4,100	1,800	1,900	2,000
Boys Tennis	3,500	3,800	4,100	1,800	1,900	2,000
Cross Country Coach	3,500	3,800	4,100	1,800	1,900	2,000
Cheerleading	3,500	3,800	4,100	1,800	1,900	2,000

	Head Coach			Assistant Coach		
Tier 4	0-1 Yrs	2-4 Yrs	5+ Yrs	0-1 Yrs	2-4 Yrs	5+ Yrs
Girls Golf	2,600	2,800	3,000	1,800	1,900	2,000
Boys Golf	2,600	2,800	3,000	1,800	1,900	2,000

Non Tiered	
Boys Basketball	1,250
Girls Basketball	1,250
Football	1,250

Discretionary Stipend**	3,000	per school year

**Discretionary Stipend: The purpose of the Discretionary Stipend is to allow for the expansion of extra-curricular programs as the need arrises. The Superintendent will consider recommendations from the School Administration and, prior to approval, allow the BEA an opportunity to provide input. Compensation may be used to obtain additional coaches, directors and sponsors as participation levels dictate or as the need arises. Examples may include freshman, junior varsity athletic program, middle school feeder programs, sports without an assistant coaching stipend, open facility supervision, additional director or sponsor positions, etc.

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Only salaries were a product of negotiations.

Appendix A (Continued)

Directors and Sponsors

Tier 1	0-1 Yrs	2-4 Yrs	5+ Yrs	Nat'l Honor Society	1,100	1,225	1,350
Vocal	2,400	2,700	3,000	Art Club	1,100	1,225	1,350
Yearbook-HS	2,400	2,700	3,000	Science Club	1,100	1,225	1,350
Tier 2	**0-1 Yrs**	**2-4 Yrs**	**5+ Yrs**	HS Intramurals	1,100	1,225	1,350
Auditorium	1,600	1,800	2,000	Color Guard	1,100	1,225	1,350
MS Yearbook	1,600	1,800	2,000	Winter Guard	1,100	1,225	1,350
HS STUCO	1,600	1,800	2,000	Junior National Honor Socie	1,100	1,225	1,350
FFA	1,600	1,800	2,000	Robotics Club	1,100	1,225	1,350
FFA MS/HS Asst	1,600	1,800	2,000	Coding Club	1,100	1,225	1,350
Prom	1,600	1,800	2,000	eSports	1,100	1,225	1,350
DECA	1,600	1,800	2,000	**Tier 4**	**0-1 Yrs**	**2-4 Yrs**	**5+ Yrs**
Fall Drama	1,200	1,350	1,500	Elementary Spell Bowl	450	500	550
Spring Musical	1,200	1,350	1,500	Elementary Math Bowl	450	500	550
Tier 3	**0-1 Yrs**	**2-4 Yrs**	**5+ Yrs**	Open Gym Supervision	$50 Per Session		
STUCO - MS	1,100	1,225	1,350				

Team Leaders and Academic Coaches

Team Leaders	0-1 Yrs	2-4 Yrs	5+ Yrs	Academic Coaches	0-1 Yrs	2-4 Yrs	5+ Yrs
Kindergarten	1,052	1,185	1,316	BEMS Language Arts	1,052	1,185	1,316
First Grade	1,052	1,185	1,316	BEMS Mathematics	1,052	1,185	1,316
Second Grade	1,052	1,185	1,316	BEMS Science	1,052	1,185	1,316
Third Grade	1,052	1,185	1,316	BEMS Social Studies	1,052	1,185	1,316
Fourth Grade	1,052	1,185	1,316	BEMS Interdisciplinary	1,052	1,185	1,316
Fifth Grade	1,052	1,185	1,316	BHS Fine Arts	1,052	1,185	1,316
Sixth Grade	1,052	1,185	1,316	BHS Language Arts	1,052	1,185	1,316
Seventh Grade	1,052	1,185	1,316	BHS Mathematics	1,052	1,185	1,316
Eighth Grade	1,052	1,185	1,316	BHS Science	1,052	1,185	1,316
Elementary Specials	1,052	1,185	1,316	BHS Social Studies	1,052	1,185	1,316
BHS English	1,052	1,185	1,316	BHS Spell Bowl	1,052	1,185	1,316
BHS Foreign Language	1,052	1,185	1,316	MS Spell Bowl	1,052	1,185	1,316
BHS Science	1,052	1,185	1,316				
BHS Health	1,052	1,185	1,316				
BHS Physical Education	1,052	1,185	1,316				
BHS Mathematics	1,052	1,185	1,316				
BHS Social Studies	1,052	1,185	1,316				
BHS Specials	1,052	1,185	1,316				
BHS Student Services	1,052	1,185	1,316				

Band Duty

Position	0-1 Yrs	2-4 Yrs	5+ Yrs	Position	0-1 Yrs	2-4 Yrs	5+ Yrs
Band Director HS	1,500	1,750	2,000	Musical Pit Band Director	800	900	1,000
Band Director MS	1,000	1,250	1,500	Pep Band Director	800	900	1,000
Marching Band Director	2,500	3,000	3,500				
Marching Band Assistant	2,000	2,500	3,000				

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Appendix A (Continued)

Middle School Athletics

Tier 1	0-1 Years	2-4 Years	5+ Years
7th Grade Football	2,230	2,640	2,932
8th Grade Football	2,230	2,640	2,932
7th Grade Girls Basketball	2,230	2,640	2,932
8th Grade Girls Basketball	2,230	2,640	2,932
7th Grade Boys Basketball	2,230	2,640	2,932
8th Grade Boys Basketball	2,230	2,640	2,932
7th Grade Volleyball	2,230	2,640	2,932
8th Grade Volleyball	2,230	2,640	2,932

Tier 2	0-1 Years	2-4 Years	5+ Years
Wrestling Head Coach	1,671	1,980	2,199
Cheerleading (7th/8th)	1,671	1,980	2,199
Boys Track Head Coach	1,671	1,980	2,199
Girls Track Head Coach	1,671	1,980	2,199
Tier 3	**0-1 Years**	**2-4 Years**	**5+ Years**
Wrestling Assistant Coach	1,253	1,484	1,649
Assistant Boys Track Head Coach	1,253	1,484	1,649
Assistant Girls Track Head Coach	1,253	1,484	1,649
7th Grade Assistant FB Coach	1,253	1,484	1,649
8th Grade Assistant FB Coach	1,253	1,484	1,649
Cross Country Head Coach	1,253	1,484	1,649
6th Grade Girls Basketball	1,253	1,484	1,649
6th Grade Boys Basketball	1,253	1,484	1,649

Tier 4	0-1 Years	2-4 Years	5+ Years
5th Grade Girls Basketball	789	936	1,052
5th Grade Boys Basketball	789	936	1,052
6th Grade Volleyball	789	936	1,052

Tier 5 Club Sports	Head Coach		
Golf	800		
Tennis	800		
Swimming	800		

Non-Tiered			
Cross Country Assistant	400		

All positions listed within Appendix A are for reference only and were not negotiated. Only salaries were a product of negotiations.

Appendix B

Probationary Base Salary Calculations

(For use with new teachers only)

Name: _____

Education and Experience Points ☐

Education And Experience Points

Yrs Exp	Bachelors	Masters
0	6	9
1	12	16
2	19	23
3	26	30
4	33	33
5	6	9
6	12	16
7	19	23
8	26	30
9	33	33
10	6	9
11	12	16
12	19	23
13	26	30
14	33	33

Effectiveness Rating Points

Effectiveness Rating Points ☐

Highly Effective	50
Effective	40

Academic Need of Students Points

Academic Need of Students Points ☐

Bremen Alignment/High Need Area	10 _____
Leadership	5 _____
Other	2 _____

_____

_____

_____

Points	0-4 Yrs Exp	5-9 Yrs Exp	10+ Yrs Exp
60 or fewer	47,800	49,800	51,800
65	48,100	50,375	52,750
70	48,400	50,950	53,700
75	48,700	51,525	54,650
80	49,000	52,100	55,600
85	49,300	52,675	56,550
90	49,600	53,250	57,500
95	49,900	53,825	58,450
100	50,200	54,400	59,400

Total Points ☐

Salary Recommendation _____

Teachers with their Early Literacy Endorsement will receive an additional base pay increase of $250.

Appendix B (Continued)

Potential Bremen Alignment/Needs (Non-Inclusive List):

_____ Licensed in a high demand or difficult to find area
_____ Bilingual (or greater) language skills
_____ Experience with multilingual populations
_____ Special education licensure and experience
_____ Licensed in multiple areas beyond normal expectations
_____ STEM or PLTW experience
_____ Scarce availability of instructors of the given discipline in Bremen area
_____ Proven record of student achievement
_____ Experience leading curriculum development
_____ Qualified to teach dual credit courses
_____ Elementary masters in math or reading/language arts
_____ Experience with 1:1 environments
_____ Past experience serving in leadership role on district committees
_____ Experience organizing and providing professional development
_____ Participating and leadership with community groups