

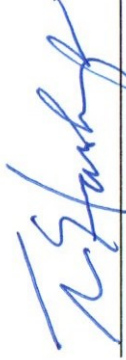
| Years of Experience |             |
|---------------------|-------------|
| 0--3                | 0           |
| 4--7                | \$ 500.00   |
| 8--11               | \$ 750.00   |
| 12--15              | \$ 1,000.00 |
| 16--20              | \$ 1,250.00 |
| 21-25               | \$ 1,750.00 |
| 26-30               | \$ 2,500.00 |
| 31-Beyond           | \$ 2,750.00 |

- Supplemental contract advancement will be based on evaluation
- If successful: \$100 increase for heads and \$50 increase for assistants

### **Article 3 – Duration:**

Language in this agreement and money items (salary schedule) shall be in effect from July 1, 2026, to June 30, 2027.

For the Earlham Professional Educators



Association President

For the Earlham School Board



Board of Education President



EPE Chief Negotiator



Board Chief Negotiator

5-13-26 -

Date

5-13-26

Date

**Earlham Community School District**

**Comprehensive Agreement Between the  
Earlham Community School District and  
The Earlham Professional Educators**

**July 1, 2026 – June 30, 2027**

## **Preamble**

The Board of Directors of the Earlham Community School District and the Earlham Professional Educators recognize that the aim of the public school is to provide a quality educational program for children and youth of the school district.

## **Article 1 – Recognition:**

### **A. Unit**

The Board hereby recognizes the Earlham Professional Educators as the certified exclusive and sole bargaining representative for all personnel as set forth in the public Employment Relations Board certification instrument (Case No. 747) issued by the P.E.R.B. on the 22<sup>nd</sup> day of March, 2011.

Includes: All persons engaged in full and or regular part-time educational work of a professional nature in the Earlham School District that includes: classroom teachers, including teachers of basic curriculum courses, fine arts courses, title 1, remedial courses, special education, vocational courses, guidance counselors, librarians and nurse.

Excludes: Superintendent, principals, and other supervisory personnel, business manager, operation and maintenance personnel, transportation personnel, food service personnel, clerical personnel, substitute teachers, and certificated employees who have no teaching duties but are contracted and paid as associates.

### **B. Definitions**

The term “employee” as used in this agreement shall mean all employees represented by this Association in the bargaining unit as defined and certified by the PERB.

The term “board” as used in this agreement shall mean the Board of Directors of the Earlham Community School District or its duly authorized representatives.

The term “association” as used in the agreement shall mean the Earlham Professional Educators or its duly authorized representatives.

## **Article 2 – Compensation:**

- Add \$500 to the base salary
- Pool Increase of \$1,000
- Implement the below years of service scale: