MASTER CONTRACT
between
THE PANORAMA COMMUNITY SCHOOL DISTRICT
and
THE PANORAMA EDUCATION ASSOCIATION

ARTICLE I - PREAMBLE

The Board of Directors of the Panorama Community Schools, hereinafter referred to as the BOARD, and the Panorama Education Association, hereinafter referred to as the ASSOCIATION, agree as follows:

ARTICLE 2 - DURATION

Section 1 - Duration Period
This agreement shall be in effect from July 1, 2025, until June 30, 2026.

Section 2- Signature Clause
IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their respective Presidents, attested by their respective Bargaining Representatives, and their signatures placed thereon, all on the 24th day of March, 2025.

PANORAMA EDUCATION ASSOCIATION

BY: _____
President

Bargaining Representative
_____

PANORAMA COMMUNITY SCHOOL BOARD OF EDUCATION

BY: _____
President

Bargaining Representative
_____

ARTICLE 3 - WAGES AND SALARIES

Section 1 - Wages and Salaries

(a) Starting Base Salary = $41,152
(b) Minimum Total Salary of $50,000 for certified teachers with zero (0) to eleven (11) years of experience
(c) Minimum Total Salary of $62,000 for certified teachers with twelve (12) or more years of experience

Section 2 - Method of Payment

(a) Pay Period - Each employee shall be paid in twelve (12) installments on the 20th of each month. When a pay date falls on or during a school holiday, vacation or holiday vacation or weekend, employees shall receive their check on the last previous working day.

(b) Final Pay - Employees leaving the system shall have the option of receiving all or any part of his/her earned contracted salary on the first pay period following the completion of the teacher's work year, providing the employee gives thirty (30) calendar days' notice prior to the pay period and said payment shall not create a cash flow problem as determined by the administration. This decision shall not be subject to the grievance procedure.

(c) Method of Payment – An employee's monthly pay will be directly deposited into the employee's bank account. Notification of payment will be sent to the employee electronically via email no later than the date of deposit.

(d) Retiring Employees Pay - Retiring employees shall receive all of his/her earned contracted salary by the end of May unless doing so would cause a cash flow problem for the district as determined by the administration. If necessary, priority will be given to teachers retiring from the system over teachers leaving the system and exercising their rights as outlined in article (b) of the Section.

Section 3 - School Nurse
The school nurse(s) of the Panorama Community School District shall receive a salary according to a separate salary schedule that has been developed for the school nurse(s). Said sum will be prorated if the individual(s) are part time employees.

Section 4 - Driver's Education
The District may individually negotiate with an employee regarding the rate of compensation for driver's education instruction.