

NEGOTIATED AGREEMENT

Effective

July 1, 2026 - June 30, 2027

Greene County Community School District

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ARTICLE I

DEFINITIONS

The Board of Directors of the Greene County Community School District, hereinafter referred to as the "Board", recognizes the Greene County Community Education Association, hereinafter referred to as the "Association", as the sole and exclusive bargaining agent for all full-time and regular part-time certified teachers, defined as those who teach at least one period per day for four months or more per school year, including guidance counselors, librarians, special-education instructors, and Title I instructors. Excluded: superintendent, principals, school board secretary, board of directors, supervisory employees, athletic director, curriculum director, secretaries, custodians, bus drivers, bus mechanic, substitute teachers, teachers' aides, cooks, cafeteria personnel, clerks, other non-professional employees, any person not specifically included in the above paragraph and all other persons excluded by Section IV of the Act.

ARTICLE II

STATEMENT OF PURPOSE

The Board and the Association recognize that the ultimate goal and the purpose of the public school is to provide a quality education program for children and youth of the school district. The parties further recognize that attainment of this education objective is a joint responsibility of the Board, the administrative staff, the supervisory staff, the professional teaching personnel of the district, the parents of students, and the community at large.

The parties agree as follows:

ARTICLE III

COMMITTEE

- A. A committee comprised of two (2) board members, the superintendent, and three (3) teachers representing the Greene County Education Association will meet to review the following handbook items: Deviation from Schedule, Credit for Previous Experience, Increase for Additional Training, Required Extra Training, Sick Days, Grievance Procedure, Funeral Leave, Personal Illness, Family Illness, and Personal Leave. If all six (6) members of the committee agree to change one of the above items, it will be deemed changed. If all six (6) members do not agree, the item may be changed at the discretion of the board.

ARTICLE VI

ECONOMIC BENEFITS

A. Salary Schedule

The salary schedule expresses a policy which the Directors of the Board of Education shall follow in determining salaries. The salary schedule is part of the contract entered into with the exclusive bargaining agent for the certified bargaining unit with the district. Each horizontal and vertical increment on the schedule represents an increase of \$1,029 of step BA 0 (Figure 1). The base generator of \$34,300 will be used to determine all additional monies for steps and lanes.

B. Work Year

The Greene County teachers' contract is 190 days, of which four (4) are paid holidays, and two (2) are compensated for parent-teacher conferences as determined by each building.

2026-2027 Salary Schedule

Base = \$34,300		TSS = \$6,500 (not included)			Hourly = \$25.78	
	BA	BA+15	BA+30	MA	MA+15	MA+30
0	\$34,300	\$35,329	\$36,358	\$37,387	\$38,416	\$39,445
1	\$35,550	\$36,579	\$37,608	\$38,637	\$39,666	\$40,695
2	\$36,800	\$37,608	\$38,637	\$39,666	\$40,695	\$41,724
3	\$37,829	\$38,637	\$39,666	\$40,695	\$41,724	\$42,753
4	\$38,858	\$39,666	\$40,695	\$41,724	\$42,753	\$43,782
5	\$39,887	\$40,695	\$41,724	\$42,753	\$43,782	\$44,811
6	\$40,916	\$41,724	\$42,753	\$43,782	\$44,811	\$45,050
7	\$41,945	\$42,753	\$43,782	\$44,811	\$45,050	\$46,869
8	\$42,974	\$43,782	\$44,811	\$45,050	\$46,869	\$47,898
9	\$44,003	\$44,811	\$45,050	\$46,869	\$47,898	\$48,927
10	\$45,032	\$45,050	\$46,869	\$47,898	\$48,927	\$49,956
11	\$45,050	\$46,869	\$47,898	\$48,927	\$49,956	\$50,985
12	\$46,869	\$47,898	\$48,927	\$49,956	\$50,985	\$52,014
13	\$47,898	\$48,927	\$49,956	\$50,985	\$52,014	\$53,043
14	\$48,927	\$49,956	\$50,985	\$52,014	\$53,043	\$54,072
15	\$49,956	\$50,985	\$52,014	\$53,043	\$54,072	\$55,101
16	\$50,985	\$52,014	\$53,043	\$54,072	\$55,101	\$56,130
17	\$52,014	\$53,043	\$54,072	\$55,101	\$56,130	\$57,159
18	\$53,043	\$54,072	\$55,101	\$56,130	\$57,159	\$58,188
19	\$54,072	\$55,101	\$56,130	\$57,159	\$58,188	\$59,217
20	\$55,101	\$56,130	\$57,159	\$58,188	\$59,217	\$60,246
21	\$56,130	\$57,159	\$58,188	\$59,217	\$60,246	\$61,275
22	\$57,159	\$58,188	\$59,217	\$60,246	\$61,275	\$62,304
23	\$58,188	\$59,217	\$60,246	\$61,275	\$62,304	\$63,333
24	\$59,217	\$60,246	\$61,275	\$62,304	\$63,333	\$64,362
25	\$60,246	\$61,275	\$62,304	\$63,333	\$64,362	\$65,391
26	\$61,275	\$62,304	\$63,333	\$64,362	\$65,391	\$66,420
27	\$62,304	\$63,333	\$64,362	\$65,391	\$66,420	\$67,449
28	\$63,333	\$64,362	\$65,391	\$66,420	\$67,449	\$68,478
29	\$64,362	\$65,391	\$66,420	\$67,449	\$68,478	\$69,507
30	\$65,391	\$66,420	\$67,449	\$68,478	\$69,507	\$70,536
31	\$66,420	\$67,449	\$68,478	\$69,507	\$70,536	\$71,565
32	\$67,449	\$68,478	\$69,507	\$70,536	\$71,565	\$72,594
33	\$68,478	\$69,507	\$70,536	\$71,565	\$72,594	\$73,623
34	\$69,507	\$70,536	\$71,565	\$72,594	\$73,623	\$74,652
35	\$70,536	\$71,565	\$72,594	\$73,623	\$74,652	\$75,681

36	\$71,000	\$72,007	\$73,020	\$74,032	\$75,051	\$76,110
37	\$72,594	\$73,623	\$74,652	\$75,681	\$76,710	\$77,739
38	\$73,623	\$74,652	\$75,681	\$76,710	\$77,739	\$78,768
39	\$74,652	\$75,681	\$76,710	\$77,739	\$78,768	\$79,797
40	\$75,681	\$76,710	\$77,739	\$78,768	\$79,797	\$80,826
41	\$76,710	\$77,739	\$78,768	\$79,797	\$80,826	\$81,512
42	\$77,739	\$78,768	\$79,797	\$80,826	\$81,512	\$82,541

*TSS Formula : TSS \$ received from state - employer share of FICA & IPERS / FTE = TSS \$ for each lane and step

*(if the FTE would increase significantly prior to the September 20, 2026 payroll, this amount could decrease)

Steps are ongoing and continuous; Additional steps will be added to the salary schedule in each lane at the rate of \$1,029 as needed

Figure 1. 2026-2027 Salary Schedule

XI. CLOSURE

This Agreement supersedes and cancels all previous agreements and practices between the Board and the Association or an employee(s), and constitutes the complete and final agreement between the parties regarding wages, and other matters mutually agreed upon, and concludes collective bargaining for its term.

During the life of this Agreement, neither the Board nor the Association will be required to negotiate on any further matters affecting this Agreement on any other subjects not specifically set forth in this Agreement.

ARTICLE XII

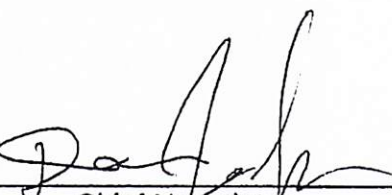
DATE AND SIGNATURES

This Agreement shall be effective July 1, 2026 and continue in force until June 30, 2027, except for Article VI (Economic Benefits, inclusive of the salary and extracurricular schedules immediately following).

As evidence that this Agreement is binding, the parties represented by this Agreement have caused this Agreement to be signed by the respective presidents, attested by the respective chief negotiators and their signatures placed hereon all on this 5th day of March, 2026.

GREENE COUNTY
EDUCATION ASSOCIATION

By 
President

By 
Chief Negotiator

BOARD OF DIRECTORS OF
GREENE COUNTY COMMUNITY
SCHOOL DISTRICT

By 
President

By 
Chief Negotiator