BGCS and BGCTA
Tentative Agreement

Relevant Dates

- BGCTA will hold ratification on 11/4/26
- BGCS will post TA on the website on 11/4/26
- Public Meeting on 11/10/26 for TA
- BGCS School Board Ratification on 11/13/26

1. Salary

BACHELORS			
LEVEL	**YRS**	**BASE 25-26**	**BASE 26-27**
A	0,1	$52,000	$53,000
B	2,3	$52,900	$53,900
C	4,5	$53,800	$54,800
D	6	$54,700	$55,700
E	7	$55,600	$56,600
F	8	$56,500	$57,500
G	9	$57,400	$58,400
H	10	$58,300	$59,300
I	11	$59,200	$60,200
J	12	$60,100	$61,100
K	13	$61,000	$62,000
L	14	$61,900	$62,900
M	15	$62,800	$63,800
N	16	$63,700	$64,700

MASTERS			
LEVEL	**YRS**	**BASE 25-26**	**BASE 26-27**
A	0,1	$52,000	$53,000
B	2,3	$53,550	$54,550
C	4,5	$55,100	$56,100
D	6	$56,650	$57,650
E	7	$58,200	$59,200
F	8	$59,750	$60,750
G	9	$61,300	$62,300
H	10	$62,850	$63,850
I	11	$64,400	$65,400
J	12	$65,950	$66,950
K	13	$67,500	$68,500
L	14	$69,050	$70,050
M	15	$70,600	$71,600
N	16	$72,150	$73,150

O	17	$64,600	$65,600		O	17	$73,700	$74,700
P	18	$65,500	$66,500		P	18	$75,250	$76,250
Q	19	$66,400	$67,400		Q	19	$76,800	$77,800
R	20	$67,300	$68,300		R	20	$78,350	$79,350
S	21	$68,200	$69,200		S	21	$79,900	$80,900
T	22	$69,100	$70,100		T	22	$81,450	$82,450
U	23	$70,000	$71,000		U	23	$83,000	$84,000
V	24	$70,900	$71,900		V	24	$84,550	$85,550
W	25	$71,800	$72,800		W	25	$86,100	$87,100
X	26	$72,700	$73,700		X	26	$87,650	$88,650
Y	27+	$73,600	$74,600		Y	27	$89,200	$90,200

2. The district will cover 100% of the Health Insurance increase for 2027.

3. Add an accompanist stipend on the ECA schedule of $5,000.

4. Delete current current language for Jury Duty/Trial Witness Leave and replace it with:

   Teachers will be granted leave for jury duty or when subpoenaed to appear as a witness in court, except when the teacher or Association is a party in a suit against the School Corporation or other personal suits which are not job related. The teacher will receive a regular salary while on jury duty or witness appearance. The teacher shall secure from the court and deliver to the school corporation business office verification of court duty. All of the payment for jury duty or the entire fee for appearance as a witness shall be retained by the teacher as the payment for all related expenses.

   Teachers may take other paid or unpaid leave to comply with a subpoena that is exempted from this leave.

5. Section B Extended Contracts
   Daily rate will increase from $300/day to $325/day

6. Section G Compensation for Committee Work – Ancillary Duty Compensation
   Ancillary duty pay will increase from $35 to $40

7. ARTICLE V SUMMER SCHOOL AND INTERSESSION
Summer School and Intersession pay will increase from $40 to $50

8. This will not be added to the ECA schedule; however, it is agreed that Mentor teachers who are responsible for leading clusters for an entire school year are entitled to 10 extra days of compensation, at a value of $3,250 ($325/day). The Director of Teaching and Learning will certify the individuals who qualify annually and compensation will be rendered at the end of every school year.

9. A competitive bonus pool will be established at the rate of $15,000 for members of the bargaining unit who do not qualify as applicants of the Indiana Department of Education's Teacher Appreciation Grant (TAG). Bargaining unit members who do not qualify for TAG must apply and show data/evidence that positively impacts student academic outcomes. This bonus pool will be eliminated if the IDOE TAG grant is eliminated.

10. Section H Miscellaneous Teacher Compensation – Ancillary Duty Compensation
Add language explaining the formula for calculating instructional hourly rate: divided by 6 hours (instructional hours, not contract hours)