

2025 Recommended CBA Format

Article I – Introduction

- A. Parties
- B. Recognition Clause / Composition of Bargaining Unit
- C. Definitions
- D. Contract Interpretation Provisions (optional)
- E. Permissible Provisions (optional)

Article II – Salary / Wages

- A. Salary Range (before increases)
 - Optional Statement Demonstrating Compliance with \$45,000 Minimum Salary Requirement (recommended if salary range before increases is not at \$45,000)
- B. Base Salary Increases (Compensation Plan)
 - 1. Eligibility Statement¹ (or Statement of No Increase or Increment, if applicable)
 - 2. Factors and Definitions (must include academic needs factor and at least one other factor)
 - 3. Distribution
 - 4. Redistribution Plan (no longer required; optional if bargaining optional eligibility criteria)
 - 5. Itemized Compensation Requirements²
 - 6. Other Permissible Salary Items (optional)
- C. Stipends (optional)
- D. New Hire Salaries
- E. Wages
 - 1. Ancillary Duty Pay (optional)
 - 2. Extracurricular or Co-Curricular Activity Pay Schedule

Article III – Wage / Salary-Related Fringe Benefits

- A. Leaves
- B. Insurance
- C. Retirement Benefits
- D. Other Permissible Wage / Salary-Related Fringe Benefits

Article IV – Grievance Procedure (optional)

Article V – CBA Ratification

- A. Contract Term
- B. Public Hearing and Meeting Attestations
 - 1. Public Hearing Date and Electronic Participation Statement
 - 2. Tentative Agreement Meeting Date and Electronic Participation Statement
- C. Dated³ Party Signatures

¹ An eligibility statement based on minimum evaluation rating is no longer mandatory but still recommended.

² This is a summary included to clearly demonstrate total base salary increases available to teachers under the compensation plan and compliance with 50% limit on education and experience, salary differentiation for possessing the literacy endorsement, and 10% academic needs requirement.

³ Ratification date must be at least 72 hours after TA meeting.