APPENDIX A: ST. CHARLES LOCAL ISSUES

Saint Charles School
Salary, Fringe Benefits, and Local Issues
2025 - 2028

The teacher contract between Saint Charles School and the Youngstown Diocese Confederation of Teachers, which represents Saint Charles School teachers, is for the school years 2025 - 2028.

1. The system shall abide by all state and federal laws governing the contributions of FICA, unemployment compensation, and worker's compensation.

2. Teachers who have accumulated 20 years of service in the Diocese of Youngstown school system will receive a one-time bonus of $6,000 at the time of retirement.

3. If the total number of personal and sick days exceeds 189 days at the end of the school year, those days will be bought back at a rate of $45 per day. They are to be reported by the teacher to the principal by June 15. The teachers will be paid in a separate check by June 30.

4. Eligible lay employees will be provided a paid-by-the-employer life insurance policy. The benefit payable is 1.5 times an employee's annual salary for a minimum of $30,000, maximum of $150,000, payable per claim. Reductions in the benefit payable are taken for employees age 65 and older who are actively employed. This benefit is in effect for all eligible employees until their termination or retirement.

   The parties agree that if the amount of the diocesan insurance benefit ever goes below $25,000 of coverage, any party may reopen negotiations on this part of the contract only. Notification to reopen must be made within 30 days of this change.

5. A $500 stipend will be given to those holding a current religious education certificate. Teachers whose stipend had been greater than $500 are grandfathered in at that rate so that they keep their religious education current.

6. A stipend of $3,000 will be allotted per school, per year extracurricular activities. These are to be determined by school and listed (ex: liturgy coordinator, student council leader, those who prepare students for Sacraments, etc.).

A confederation representative and the school principal will determine stipends for extracurricular activities on a yearly basis. These activities and stipends will be listed by the first teacher inservice in August.

7. A minimum of 200 minutes of preparation time will be given to full-time teachers per week within the parameters of the instructional day. When special circumstances arise (emergencies, staffing changes, and any agreement in a memorandum of understanding) the amount of time given and when it will be given will be agreed upon by the principal, the classroom teacher, and a Confederation representative. Principals will make every effort to see that these periods are made available to the teachers.

8. Teachers will arrive each morning by 7:20 am, Monday through Friday. Monday through Thursday, teachers will be permitted to leave by 3:00 pm. Because these times exceed the 30 minutes, teachers will be permitted to leave at 2:30 pm on Fridays.

9. Every teacher employed at Saint Charles School will be offered a 100% free tuition rate for all of their children attending Saint Charles School.

Salary 25-26

St. Charles Salary Schedule 25-26: $30,000 @ 3.5% = $1,050.00

Step	BA	BA+15	MA	MA+15	MA+30
1	$30,000.00	$31,050.00	$32,100.00	$33,150.00	$34,200.00
2	$31,050.00	$32,100.00	$33,150.00	$34,200.00	$35,250.00
3	$32,100.00	$33,150.00	$34,200.00	$35,250.00	$36,300.00
4	$33,150.00	$34,200.00	$35,250.00	$36,300.00	$37,350.00
5	$34,200.00	$35,250.00	$36,300.00	$37,350.00	$38,400.00
6	$35,250.00	$36,300.00	$37,350.00	$38,400.00	$39,450.00
7	$36,300.00	$37,350.00	$38,400.00	$39,450.00	$40,500.00
8	$37,350.00	$38,400.00	$39,450.00	$40,500.00	$41,550.00
9	$38,400.00	$39,450.00	$40,500.00	$41,550.00	$42,600.00
10	$39,450.00	$40,500.00	$41,550.00	$42,600.00	$43,650.00
11	$40,500.00	$41,550.00	$42,600.00	$43,650.00	$44,700.00
12	$41,550.00	$42,600.00	$43,650.00	$44,700.00	$45,750.00
13	$42,600.00	$43,650.00	$44,700.00	$45,750.00	$46,800.00
14	$43,650.00	$44,700.00	$45,750.00	$46,800.00	$47,850.00
15	$44,700.00	$45,750.00	$46,800.00	$47,850.00	$48,900.00
16	$45,750.00	$46,800.00	$47,850.00	$48,900.00	$49,950.00
17	$46,800.00	$47,850.00	$48,900.00	$49,950.00	$51,000.00
18	$47,850.00	$48,900.00	$49,950.00	$51,000.00	$52,050.00
19	$48,900.00	$49,950.00	$51,000.00	$52,050.00	$53,100.00
20	$49,950.00	$51,000.00	$52,050.00	$53,100.00	$54,150.00
21	$51,000.00	$52,050.00	$53,100.00	$54,150.00	$55,200.00
22	$52,050.00	$53,100.00	$54,150.00	$55,200.00	$56,250.00
23	$53,100.00	$54,150.00	$55,200.00	$56,250.00	$57,300.00
24	$54,150.00	$55,200.00	$56,250.00	$57,300.00	$58,350.00
25	$55,200.00	$56,250.00	$57,300.00	$58,350.00	$59,400.00
26	$56,250.00	$57,300.00	$58,350.00	$59,400.00	$60,450.00
27	$57,300.00	$58,350.00	$59,400.00	$60,450.00	$61,500.00
28	$58,350.00	$59,400.00	$60,450.00	$61,500.00	$62,550.00
29	$59,400.00	$60,450.00	$61,500.00	$62,550.00	$63,600.00
30	$60,450.00	$61,500.00	$62,550.00	$63,600.00	$64,650.00
31	$61,500.00	$62,550.00	$63,600.00	$64,650.00	$65,700.00
32	$62,550.00	$63,600.00	$64,650.00	$65,700.00	$66,750.00
33	$63,600.00	$64,650.00	$65,700.00	$66,750.00	$67,800.00
34	$64,650.00	$65,700.00	$66,750.00	$67,800.00	$68,850.00
35	$65,700.00	$66,750.00	$67,800.00	$68,850.00	$69,900.00
36	$66,750.00	$67,800.00	$68,850.00	$69,900.00	$70,950.00
37	$67,800.00	$68,850.00	$69,900.00	$70,950.00	$72,000.00
38	$68,850.00	$69,900.00	$70,950.00	$72,000.00	$73,050.00
39	$69,900.00	$70,950.00	$72,000.00	$73,050.00	$74,100.00
40	$70,950.00	$72,000.00	$73,050.00	$74,100.00	$75,150.00

Salary 26-27

St. Charles Salary Schedule 26-27: $31,500 @ 3.5% = $1,102.50

Step	BA	BA+15	MA	MA+15	MA+30
1	$31,500.00	$32,602.50	$33,705.00	$34,807.50	$35,910.00
2	$32,602.50	$33,705.00	$34,807.50	$35,910.00	$37,012.50
3	$33,705.00	$34,807.50	$35,910.00	$37,012.50	$38,115.00
4	$34,807.50	$35,910.00	$37,012.50	$38,115.00	$39,217.50
5	$35,910.00	$37,012.50	$38,115.00	$39,217.50	$40,320.00
6	$37,012.50	$38,115.00	$39,217.50	$40,320.00	$41,422.50
7	$38,115.00	$39,217.50	$40,320.00	$41,422.50	$42,525.00
8	$39,217.50	$40,320.00	$41,422.50	$42,525.00	$43,627.50
9	$40,320.00	$41,422.50	$42,525.00	$43,627.50	$44,730.00
10	$41,422.50	$42,525.00	$43,627.50	$44,730.00	$45,832.50
11	$42,525.00	$43,627.50	$44,730.00	$45,832.50	$46,935.00
12	$43,627.50	$44,730.00	$45,832.50	$46,935.00	$48,037.50
13	$44,730.00	$45,832.50	$46,935.00	$48,037.50	$49,140.00
14	$45,832.50	$46,935.00	$48,037.50	$49,140.00	$50,242.50
15	$46,935.00	$48,037.50	$49,140.00	$50,242.50	$51,345.00
16	$48,037.50	$49,140.00	$50,242.50	$51,345.00	$52,447.50
17	$49,140.00	$50,242.50	$51,345.00	$52,447.50	$53,550.00
18	$50,242.50	$51,345.00	$52,447.50	$53,550.00	$54,652.50
19	$51,345.00	$52,447.50	$53,550.00	$54,652.50	$55,755.00
20	$52,447.50	$53,550.00	$54,652.50	$55,755.00	$56,857.50
21	$53,550.00	$54,652.50	$55,755.00	$56,857.50	$57,960.00
22	$54,652.50	$55,755.00	$56,857.50	$57,960.00	$59,062.50
23	$55,755.00	$56,857.50	$57,960.00	$59,062.50	$60,165.00
24	$56,857.50	$57,960.00	$59,062.50	$60,165.00	$61,267.50
25	$57,960.00	$59,062.50	$60,165.00	$61,267.50	$62,370.00
26	$59,062.50	$60,165.00	$61,267.50	$62,370.00	$63,472.50
27	$60,165.00	$61,267.50	$62,370.00	$63,472.50	$64,575.00
28	$61,267.50	$62,370.00	$63,472.50	$64,575.00	$65,677.50
29	$62,370.00	$63,472.50	$64,575.00	$65,677.50	$66,780.00
30	$63,472.50	$64,575.00	$65,677.50	$66,780.00	$67,882.50
31	$64,575.00	$65,677.50	$66,780.00	$67,882.50	$68,985.00
32	$65,677.50	$66,780.00	$67,882.50	$68,985.00	$70,087.50
33	$66,780.00	$67,882.50	$68,985.00	$70,087.50	$71,190.00
34	$67,882.50	$68,985.00	$70,087.50	$71,190.00	$72,292.50
35	$68,985.00	$70,087.50	$71,190.00	$72,292.50	$73,395.00
36	$70,087.50	$71,190.00	$72,292.50	$73,395.00	$74,497.50
37	$71,190.00	$72,292.50	$73,395.00	$74,497.50	$75,600.00
38	$72,292.50	$73,395.00	$74,497.50	$75,600.00	$76,702.50
39	$73,395.00	$74,497.50	$75,600.00	$76,702.50	$77,805.00
40	$74,497.50	$75,600.00	$76,702.50	$77,805.00	$78,907.50

Salary 27-28

St. Charles Salary Schedule 27-28: $33,000 @ 3.5% = $1,155.00

Step	BA	BA+15	MA	MA+15	MA+30
1	$33,000.00	$34,155.00	$35,310.00	$36,465.00	$37,620.00
2	$34,155.00	$35,310.00	$36,465.00	$37,620.00	$38,775.00
3	$35,310.00	$36,465.00	$37,620.00	$38,775.00	$39,930.00
4	$36,465.00	$37,620.00	$38,775.00	$39,930.00	$41,085.00
5	$37,620.00	$38,775.00	$39,930.00	$41,085.00	$42,240.00
6	$38,775.00	$39,930.00	$41,085.00	$42,240.00	$43,395.00
7	$39,930.00	$41,085.00	$42,240.00	$43,395.00	$44,550.00
8	$41,085.00	$42,240.00	$43,395.00	$44,550.00	$45,705.00
9	$42,240.00	$43,395.00	$44,550.00	$45,705.00	$46,860.00
10	$43,395.00	$44,550.00	$45,705.00	$46,860.00	$48,015.00
11	$44,550.00	$45,705.00	$46,860.00	$48,015.00	$49,170.00
12	$45,705.00	$46,860.00	$48,015.00	$49,170.00	$50,325.00
13	$46,860.00	$48,015.00	$49,170.00	$50,325.00	$51,480.00
14	$48,015.00	$49,170.00	$50,325.00	$51,480.00	$52,635.00
15	$49,170.00	$50,325.00	$51,480.00	$52,635.00	$53,790.00
16	$50,325.00	$51,480.00	$52,635.00	$53,790.00	$54,945.00
17	$51,480.00	$52,635.00	$53,790.00	$54,945.00	$56,100.00
18	$52,635.00	$53,790.00	$54,945.00	$56,100.00	$57,255.00
19	$53,790.00	$54,945.00	$56,100.00	$57,255.00	$58,410.00
20	$54,945.00	$56,100.00	$57,255.00	$58,410.00	$59,565.00
21	$56,100.00	$57,255.00	$58,410.00	$59,565.00	$60,720.00
22	$57,255.00	$58,410.00	$59,565.00	$60,720.00	$61,875.00
23	$58,410.00	$59,565.00	$60,720.00	$61,875.00	$63,030.00
24	$59,565.00	$60,720.00	$61,875.00	$63,030.00	$64,185.00
25	$60,720.00	$61,875.00	$63,030.00	$64,185.00	$65,340.00
26	$61,875.00	$63,030.00	$64,185.00	$65,340.00	$66,495.00
27	$63,030.00	$64,185.00	$65,340.00	$66,495.00	$67,650.00
28	$64,185.00	$65,340.00	$66,495.00	$67,650.00	$68,805.00
29	$65,340.00	$66,495.00	$67,650.00	$68,805.00	$69,960.00
30	$66,495.00	$67,650.00	$68,805.00	$69,960.00	$71,115.00
31	$67,650.00	$68,805.00	$69,960.00	$71,115.00	$72,270.00
32	$68,805.00	$69,960.00	$71,115.00	$72,270.00	$73,425.00
33	$69,960.00	$71,115.00	$72,270.00	$73,425.00	$74,580.00
34	$71,115.00	$72,270.00	$73,425.00	$74,580.00	$75,735.00
35	$72,270.00	$73,425.00	$74,580.00	$75,735.00	$76,890.00
36	$73,425.00	$74,580.00	$75,735.00	$76,890.00	$78,045.00
37	$74,580.00	$75,735.00	$76,890.00	$78,045.00	$79,200.00
38	$75,735.00	$76,890.00	$78,045.00	$79,200.00	$80,355.00
39	$76,890.00	$78,045.00	$79,200.00	$80,355.00	$81,510.00
40	$78,045.00	$79,200.00	$80,355.00	$81,510.00	$82,665.00