APPENDIX A: ST. CHRISTINE LOCAL ISSUES

St. Christine School
Salary, Fringe Benefits, and Local Issues
2025 - 2028

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

1. St. Christine Parish shall abide by all the state and federal laws governing contributions to 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 $5,000 at the time of retirement. The payment of $5,000 will be prorated to St. Christine Parish.

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 the rate of $50 per day. They are to be reported to the teacher by the principal by June 15. The teacher will be paid in a separate check by June 30.

4. If a teacher does not use his/her three (3) personal days, in the current school year, those days will be bought back at $70.00 per day.

5. Eligible lay teachers who are employed in the diocese will be provided a paid-by-the-employer life insurance policy. The benefit payable is 1.5 times an employee's annual salary for 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 in accordance with diocesan policy.

6. 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 long as they keep their religious education certificate current.

7. Early retirement will be offered to at least two teachers at St. Christine School each year with at least 20 years of service in the Diocese of Youngstown in adherence to the seniority list.

When a teacher is choosing to take a buyout, they will receive $10 for the first 100 sick days and $40 for all sick days over 100 (101-189) and $50 for each additional sick day over 189.

30 years	(current salary x 140%) x100%
29 years	(current salary x 140%) x95%
28 years	(current salary x 140%) x90%
27 years	(current salary x 140%) x85%
26 years	(current salary x 140%) x80%
25 years	(current salary x 140%) x75%
24 years	(current salary x 140%) x70%
23 years	(current salary x 140%) x65%
22 years	(current salary x 140%) x60%
21 years	(current salary x 140%) x55%
20 years	(current salary x 140%) x50%

(See Buyout Letter Template)

The financial package is to be paid over a three-year period according to the regular pay schedule and all tax laws will apply.

No hospitalization or other benefits will apply to the early retirement. In the event of death of the retiree before the full amount of the buyout has been paid, the balance will be paid to the retiree's estate under the same payment schedule.

A vacancy created by early retirement is exempt from the layoff policy of the Basic Contract.

In the event of a school closing, teachers who previously took an early retirement will continue to receive full buyout benefits.

Any eligible teacher who retires under early buyout options is ineligible to receive severance/bonus pay as delineated under #2 above (Severance/Bonus Pay).

The pastor will notify the eligible teacher(s), in writing, by March 1. The eligible teacher must respond, in writing, to the pastor, by March 15. An agreement must be signed by May 1.

8. A stipend of $3,000 will be allotted per year for extracurricular activities. These are to be determined and listed. (ex. Liturgy coordinator, those who prepare students to receive Sacraments, etc.)

   A confederation representative from St. Christine School 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.

9. 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 Confederate representative. The principal will make every effort to see that these periods are made available to their teachers.

   Every effort will be made to get a substitute teacher, including art, music, gym, and computers, regardless of when the teachers call off.
   Alternate schedules will be created and followed for school days with liturgies and assemblies. This will allow all teachers to have class with their students on the designated days.

10. A teacher who has a child/children enrolled at St. Christine School and is a registered, and practicing member of the parish will pay no tuition. A teacher who is a non-parishioner will pay half tuition for children attending St. Christine School and can apply for financial aid.

Buyout Letter Template

Date

Retired Teacher

Dear Retired Teacher

The purpose of this letter is to document the terms and the amount of your early retirement that will be paid by St. Christine's. You have **25** years of service at the time of your retirement. In addition, you had a total of **172** unused sick days as of ***INSERT DATE***, of which you will be paid for the days over 100 @ $40 and 100 days at $10. Accordingly, you will be paid:

Current Year Salary:	*$48,060.00*
	x 140%
Subtotal:	*$67,284.00*
25 years:	x 75%
Amount before sick days:	*$50,463.00*
100 sick days @ $10:	+ $1,000
72 sick days @ $40:	+ $2,880
Total Owed:	*$54,343.00*
Paid over # of Years:	/3
Annual Amount:	**$18,114.33**

If this agrees with your understanding, please sign below and return this letter to the rectory at your earliest convenience.

Sincerely,

Pastor

I agree with the above terms and conditions. If there are any changes to my withholding, I will notify either school principal or Pat Finn at least 7 days prior to my next scheduled paycheck.

_____

(Retired Teacher)

ACKNOWLEDGMENT OF HANDBOOK

I have received a copy of the Basic Contract between the Diocesan Confederation of Teachers and St. Christine Parish, Youngstown, 2025 - 2028, and acknowledge that it is my responsibility to read and abide by the policies contained therein.

_____ _____

Signature of Teacher Date

_____ _____

Signature of Confederation Representative (or Designee) Date

A copy of this receipt will be placed in each teacher's personnel file and a copy will be sent to the Confederation within ten (10) days after signing this form.

Salary 25-26

St. Christine Salary Schedule: 2025-2026 Base: $30,000 Step: 0.03

Step	BA	Salary	BA+15	Salary	MA	Salary	MA+15	Salary	MA+30	Salary
1	1.000	$30,000.00	1.030	$30,900.00	1.060	$31,800.00	1.090	$32,700.00	1.120	$33,600.00
2	1.030	$30,900.00	1.060	$31,800.00	1.090	$32,700.00	1.120	$33,600.00	1.150	$34,500.00
3	1.060	$31,800.00	1.090	$32,700.00	1.120	$33,600.00	1.150	$34,500.00	1.180	$35,400.00
4	1.090	$32,700.00	1.120	$33,600.00	1.150	$34,500.00	1.180	$35,400.00	1.210	$36,300.00
5	1.120	$33,600.00	1.150	$34,500.00	1.180	$35,400.00	1.210	$36,300.00	1.240	$37,200.00
6	1.150	$34,500.00	1.180	$35,400.00	1.210	$36,300.00	1.240	$37,200.00	1.270	$38,100.00
7	1.180	$35,400.00	1.210	$36,300.00	1.240	$37,200.00	1.270	$38,100.00	1.300	$39,000.00
8	1.210	$36,300.00	1.240	$37,200.00	1.270	$38,100.00	1.300	$39,000.00	1.330	$39,900.00
9	1.240	$37,200.00	1.270	$38,100.00	1.300	$39,000.00	1.330	$39,900.00	1.360	$40,800.00
10	1.270	$38,100.00	1.300	$39,000.00	1.330	$39,900.00	1.360	$40,800.00	1.390	$41,700.00
11	1.300	$39,000.00	1.330	$39,900.00	1.360	$40,800.00	1.390	$41,700.00	1.420	$42,600.00
12	1.330	$39,900.00	1.360	$40,800.00	1.390	$41,700.00	1.420	$42,600.00	1.450	$43,500.00
13	1.360	$40,800.00	1.390	$41,700.00	1.420	$42,600.00	1.450	$43,500.00	1.480	$44,400.00
14	1.390	$41,700.00	1.420	$42,600.00	1.450	$43,500.00	1.480	$44,400.00	1.510	$45,300.00
15	1.420	$42,600.00	1.450	$43,500.00	1.480	$44,400.00	1.510	$45,300.00	1.540	$46,200.00
16	1.450	$43,500.00	1.480	$44,400.00	1.510	$45,300.00	1.540	$46,200.00	1.570	$47,100.00
17	1.480	$44,400.00	1.510	$45,300.00	1.540	$46,200.00	1.570	$47,100.00	1.600	$48,000.00
18	1.510	$45,300.00	1.540	$46,200.00	1.570	$47,100.00	1.600	$48,000.00	1.630	$48,900.00
19	1.540	$46,200.00	1.570	$47,100.00	1.600	$48,000.00	1.630	$48,900.00	1.660	$49,800.00
20	1.570	$47,100.00	1.600	$48,000.00	1.630	$48,900.00	1.660	$49,800.00	1.690	$50,700.00
21	1.600	$48,000.00	1.630	$48,900.00	1.660	$49,800.00	1.690	$50,700.00	1.720	$51,600.00
22	1.630	$48,900.00	1.660	$49,800.00	1.690	$50,700.00	1.720	$51,600.00	1.750	$52,500.00
23	1.660	$49,800.00	1.690	$50,700.00	1.720	$51,600.00	1.750	$52,500.00	1.780	$53,400.00
24	1.690	$50,700.00	1.720	$51,600.00	1.750	$52,500.00	1.780	$53,400.00	1.810	$54,300.00
25	1.720	$51,600.00	1.750	$52,500.00	1.780	$53,400.00	1.810	$54,300.00	1.840	$55,200.00
26	1.750	$52,500.00	1.780	$53,400.00	1.810	$54,300.00	1.840	$55,200.00	1.870	$56,100.00
27	1.780	$53,400.00	1.810	$54,300.00	1.840	$55,200.00	1.870	$56,100.00	1.900	$57,000.00
28	1.810	$54,300.00	1.840	$55,200.00	1.870	$56,100.00	1.900	$57,000.00	1.930	$57,900.00
29	1.840	$55,200.00	1.870	$56,100.00	1.900	$57,000.00	1.930	$57,900.00	1.960	$58,800.00
30	1.870	$56,100.00	1.900	$57,000.00	1.930	$57,900.00	1.960	$58,800.00	1.990	$59,700.00
31	1.900	$57,000.00	1.930	$57,900.00	1.960	$58,800.00	1.990	$59,700.00	2.020	$60,600.00
32	1.930	$57,900.00	1.960	$58,800.00	1.990	$59,700.00	2.020	$60,600.00	2.050	$61,500.00
33	1.960	$58,800.00	1.990	$59,700.00	2.020	$60,600.00	2.050	$61,500.00	2.080	$62,400.00
34	1.990	$59,700.00	2.020	$60,600.00	2.050	$61,500.00	2.080	$62,400.00	2.110	$63,300.00
35	2.020	$60,600.00	2.050	$61,500.00	2.080	$62,400.00	2.110	$63,300.00	2.140	$64,200.00
36	2.020	$60,600.00	2.050	$61,500.00	2.080	$62,400.00	2.110	$63,300.00	2.140	$64,200.00
37	2.020	$60,600.00	2.050	$61,500.00	2.080	$62,400.00	2.110	$63,300.00	2.140	$64,200.00
38	2.020	$60,600.00	2.050	$61,500.00	2.080	$62,400.00	2.110	$63,300.00	2.140	$64,200.00
39	2.020	$60,600.00	2.050	$61,500.00	2.080	$62,400.00	2.110	$63,300.00	2.140	$64,200.00

Salary 26-27

St. Christine Salary Schedule 2026-2027 Base: $31,500 Step: 0.03

Step	BA	Salary	BA+15	Salary	MA	Salary	MA+15	Salary	MA+30	Salary
1	1.000	$31,500.00	1.030	$32,445.00	1.060	$33,390.00	1.090	$34,335.00	1.120	$35,280.00
2	1.030	$32,445.00	1.060	$33,390.00	1.090	$34,335.00	1.120	$35,280.00	1.150	$36,225.00
3	1.060	$33,390.00	1.090	$34,335.00	1.120	$35,280.00	1.150	$36,225.00	1.180	$37,170.00
4	1.090	$34,335.00	1.120	$35,280.00	1.150	$36,225.00	1.180	$37,170.00	1.210	$38,115.00
5	1.120	$35,280.00	1.150	$36,225.00	1.180	$37,170.00	1.210	$38,115.00	1.240	$39,060.00
6	1.150	$36,225.00	1.180	$37,170.00	1.210	$38,115.00	1.240	$39,060.00	1.270	$40,005.00
7	1.180	$37,170.00	1.210	$38,115.00	1.240	$39,060.00	1.270	$40,005.00	1.300	$40,950.00
8	1.210	$38,115.00	1.240	$39,060.00	1.270	$40,005.00	1.300	$40,950.00	1.330	$41,895.00
9	1.240	$39,060.00	1.270	$40,005.00	1.300	$40,950.00	1.330	$41,895.00	1.360	$42,840.00
10	1.270	$40,005.00	1.300	$40,950.00	1.330	$41,895.00	1.360	$42,840.00	1.390	$43,785.00
11	1.300	$40,950.00	1.330	$41,895.00	1.360	$42,840.00	1.390	$43,785.00	1.420	$44,730.00
12	1.330	$41,895.00	1.360	$42,840.00	1.390	$43,785.00	1.420	$44,730.00	1.450	$45,675.00
13	1.360	$42,840.00	1.390	$43,785.00	1.420	$44,730.00	1.450	$45,675.00	1.480	$46,620.00
14	1.390	$43,785.00	1.420	$44,730.00	1.450	$45,675.00	1.480	$46,620.00	1.510	$47,565.00
15	1.420	$44,730.00	1.450	$45,675.00	1.480	$46,620.00	1.510	$47,565.00	1.540	$48,510.00
16	1.450	$45,675.00	1.480	$46,620.00	1.510	$47,565.00	1.540	$48,510.00	1.570	$49,455.00
17	1.480	$46,620.00	1.510	$47,565.00	1.540	$48,510.00	1.570	$49,455.00	1.600	$50,400.00
18	1.510	$47,565.00	1.540	$48,510.00	1.570	$49,455.00	1.600	$50,400.00	1.630	$51,345.00
19	1.540	$48,510.00	1.570	$49,455.00	1.600	$50,400.00	1.630	$51,345.00	1.660	$52,290.00
20	1.570	$49,455.00	1.600	$50,400.00	1.630	$51,345.00	1.660	$52,290.00	1.690	$53,235.00
21	1.600	$50,400.00	1.630	$51,345.00	1.660	$52,290.00	1.690	$53,235.00	1.720	$54,180.00
22	1.630	$51,345.00	1.660	$52,290.00	1.690	$53,235.00	1.720	$54,180.00	1.750	$55,125.00
23	1.660	$52,290.00	1.690	$53,235.00	1.720	$54,180.00	1.750	$55,125.00	1.780	$56,070.00
24	1.690	$53,235.00	1.720	$54,180.00	1.750	$55,125.00	1.780	$56,070.00	1.810	$57,015.00
25	1.720	$54,180.00	1.750	$55,125.00	1.780	$56,070.00	1.810	$57,015.00	1.840	$57,960.00
26	1.750	$55,125.00	1.780	$56,070.00	1.810	$57,015.00	1.840	$57,960.00	1.870	$58,905.00
27	1.780	$56,070.00	1.810	$57,015.00	1.840	$57,960.00	1.870	$58,905.00	1.900	$59,850.00
28	1.810	$57,015.00	1.840	$57,960.00	1.870	$58,905.00	1.900	$59,850.00	1.930	$60,795.00
29	1.840	$57,960.00	1.870	$58,905.00	1.900	$59,850.00	1.930	$60,795.00	1.960	$61,740.00
30	1.870	$58,905.00	1.900	$59,850.00	1.930	$60,795.00	1.960	$61,740.00	1.990	$62,685.00
31	1.900	$59,850.00	1.930	$60,795.00	1.960	$61,740.00	1.990	$62,685.00	2.020	$63,630.00
32	1.930	$60,795.00	1.960	$61,740.00	1.990	$62,685.00	2.020	$63,630.00	2.050	$64,575.00
33	1.960	$61,740.00	1.990	$62,685.00	2.020	$63,630.00	2.050	$64,575.00	2.080	$65,520.00
34	1.990	$62,685.00	2.020	$63,630.00	2.050	$64,575.00	2.080	$65,520.00	2.110	$66,465.00
35	2.020	$63,630.00	2.050	$64,575.00	2.080	$65,520.00	2.110	$66,465.00	2.140	$67,410.00
36	2.020	$63,630.00	2.050	$64,575.00	2.080	$65,520.00	2.110	$66,465.00	2.140	$67,410.00
37	2.020	$63,630.00	2.050	$64,575.00	2.080	$65,520.00	2.110	$66,465.00	2.140	$67,410.00
38	2.020	$63,630.00	2.050	$64,575.00	2.080	$65,520.00	2.110	$66,465.00	2.140	$67,410.00
39	2.020	$63,630.00	2.050	$64,575.00	2.080	$65,520.00	2.110	$66,465.00	2.140	$67,410.00

Salary 27-28

St. Christine Salary Schedule 2027-2028 Base: $33,000 Step: 0.03

Step	BA	Salary	BA+15	Salary	MA	Salary	MA+15	Salary	MA+30	Salary
1	1.000	$33,000.00	1.030	$33,990.00	1.060	$34,980.00	1.090	$35,970.00	1.120	$36,960.00
2	1.030	$33,990.00	1.060	$34,980.00	1.090	$35,970.00	1.120	$36,960.00	1.150	$37,950.00
3	1.060	$34,980.00	1.090	$35,970.00	1.120	$36,960.00	1.150	$37,950.00	1.180	$38,940.00
4	1.090	$35,970.00	1.120	$36,960.00	1.150	$37,950.00	1.180	$38,940.00	1.210	$39,930.00
5	1.120	$36,960.00	1.150	$37,950.00	1.180	$38,940.00	1.210	$39,930.00	1.240	$40,920.00
6	1.150	$37,950.00	1.180	$38,940.00	1.210	$39,930.00	1.240	$40,920.00	1.270	$41,910.00
7	1.180	$38,940.00	1.210	$39,930.00	1.240	$40,920.00	1.270	$41,910.00	1.300	$42,900.00
8	1.210	$39,930.00	1.240	$40,920.00	1.270	$41,910.00	1.300	$42,900.00	1.330	$43,890.00
9	1.240	$40,920.00	1.270	$41,910.00	1.300	$42,900.00	1.330	$43,890.00	1.360	$44,880.00
10	1.270	$41,910.00	1.300	$42,900.00	1.330	$43,890.00	1.360	$44,880.00	1.390	$45,870.00
11	1.300	$42,900.00	1.330	$43,890.00	1.360	$44,880.00	1.390	$45,870.00	1.420	$46,860.00
12	1.330	$43,890.00	1.360	$44,880.00	1.390	$45,870.00	1.420	$46,860.00	1.450	$47,850.00
13	1.360	$44,880.00	1.390	$45,870.00	1.420	$46,860.00	1.450	$47,850.00	1.480	$48,840.00
14	1.390	$45,870.00	1.420	$46,860.00	1.450	$47,850.00	1.480	$48,840.00	1.510	$49,830.00
15	1.420	$46,860.00	1.450	$47,850.00	1.480	$48,840.00	1.510	$49,830.00	1.540	$50,820.00
16	1.450	$47,850.00	1.480	$48,840.00	1.510	$49,830.00	1.540	$50,820.00	1.570	$51,810.00
17	1.480	$48,840.00	1.510	$49,830.00	1.540	$50,820.00	1.570	$51,810.00	1.600	$52,800.00
18	1.510	$49,830.00	1.540	$50,820.00	1.570	$51,810.00	1.600	$52,800.00	1.630	$53,790.00
19	1.540	$50,820.00	1.570	$51,810.00	1.600	$52,800.00	1.630	$53,790.00	1.660	$54,780.00
20	1.570	$51,810.00	1.600	$52,800.00	1.630	$53,790.00	1.660	$54,780.00	1.690	$55,770.00
21	1.600	$52,800.00	1.630	$53,790.00	1.660	$54,780.00	1.690	$55,770.00	1.720	$56,760.00
22	1.630	$53,790.00	1.660	$54,780.00	1.690	$55,770.00	1.720	$56,760.00	1.750	$57,750.00
23	1.660	$54,780.00	1.690	$55,770.00	1.720	$56,760.00	1.750	$57,750.00	1.780	$58,740.00
24	1.690	$55,770.00	1.720	$56,760.00	1.750	$57,750.00	1.780	$58,740.00	1.810	$59,730.00
25	1.720	$56,760.00	1.750	$57,750.00	1.780	$58,740.00	1.810	$59,730.00	1.840	$60,720.00
26	1.750	$57,750.00	1.780	$58,740.00	1.810	$59,730.00	1.840	$60,720.00	1.870	$61,710.00
27	1.780	$58,740.00	1.810	$59,730.00	1.840	$60,720.00	1.870	$61,710.00	1.900	$62,700.00
28	1.810	$59,730.00	1.840	$60,720.00	1.870	$61,710.00	1.900	$62,700.00	1.930	$63,690.00
29	1.840	$60,720.00	1.870	$61,710.00	1.900	$62,700.00	1.930	$63,690.00	1.960	$64,680.00
30	1.870	$61,710.00	1.900	$62,700.00	1.930	$63,690.00	1.960	$64,680.00	1.990	$65,670.00
31	1.900	$62,700.00	1.930	$63,690.00	1.960	$64,680.00	1.990	$65,670.00	2.020	$66,660.00
32	1.930	$63,690.00	1.960	$64,680.00	1.990	$65,670.00	2.020	$66,660.00	2.050	$67,650.00
33	1.960	$64,680.00	1.990	$65,670.00	2.020	$66,660.00	2.050	$67,650.00	2.080	$68,640.00
34	1.990	$65,670.00	2.020	$66,660.00	2.050	$67,650.00	2.080	$68,640.00	2.110	$69,630.00
35	2.020	$66,660.00	2.050	$67,650.00	2.080	$68,640.00	2.110	$69,630.00	2.140	$70,620.00
36	2.020	$66,660.00	2.050	$67,650.00	2.080	$68,640.00	2.110	$69,630.00	2.140	$70,620.00
37	2.020	$66,660.00	2.050	$67,650.00	2.080	$68,640.00	2.110	$69,630.00	2.140	$70,620.00
38	2.020	$66,660.00	2.050	$67,650.00	2.080	$68,640.00	2.110	$69,630.00	2.140	$70,620.00
39	2.020	$66,660.00	2.050	$67,650.00	2.080	$68,640.00	2.110	$69,630.00	2.140	$70,620.00