APPENDIX A: HOLY FAMILY LOCAL ISSUES

Holy Family School
Salary, Fringe Benefits, and Local Issues
2025 - 2028

The teacher contract between Holy Family School and the Youngstown Diocesan Confederation of Teachers, which represents Holy Family School teachers, is for the school years 2025 - 2028.

1. Holy Family Parish shall abide by all state and federal laws governing contributions to FICA, unemployment compensation, and workers' compensation.

2. Holy Family Parish will deposit payroll funds one week prior to payday to the designated payroll company so that the designated payroll company will make electronic transfers on payday.

3. 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 Holy Family Parish.

4. 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 $75 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.

5. 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.

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 certification current.

7. 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 to receive 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.

8. 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 or understanding) the amount of time given and when it will be given will be agreed upon by the principal/president, the classroom teacher, and a Confederation representative. Principals/presidents will make every effort to see that these periods are made available to their teachers.

9. The base salary for the 2025-2026 school year is $30,000.
   The base salary for the 2026-2027 school year is $31,500.
   The base salary for the 2027-2028 school year is $33,000.

   All salary steps are at a 3.5% increment.

   No changes were made to the number of steps, and step increases remain consistent with prior agreement of 3% increments. In lieu of adding more steps, we agreed to a fixed dollar amount of $1,000 each year for teachers that have surpassed step 35 and are in a freeze status.

HF Salary Scale 25-26

Holy Family Salary Schedule 2025-2026 - $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

HF Salary Scale 26-27

Holy Family Salary Schedule 2026-2027 - $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

HF Salary Scale 27-28

Holy Family Salary Schedule 2027-2028 - $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