APPENDIX A: JFK CATHOLIC SCHOOL LOCAL ISSUES

John F. Kennedy Catholic School (K-8)
Salary, Fringe Benefits, and Local Issues
2025 - 2028

Section 1: Conformity to Law

John F. Kennedy Catholic School (JFKCS) shall abide by all state and federal laws governing the contributions to FICA, unemployment compensation, and workers' compensation.

Section 2: Class Size

John F. Kennedy Catholic School has a strong commitment to quality education. Further, the school recognizes that class size is an important factor in providing quality, Catholic education. Therefore, John F. Kennedy Catholic School agrees to the following:

A. JFKCS will follow the class size guidelines as defined in Article X, Section 5, of the current contract.

B. In March of each year covered by this local agreement, an advisory committee to the head of school/president, comprised of administrative and teacher representatives, will review the issue of class size. The committee will be responsible for:

    a. Evaluating the effectiveness of the current standards with respect to the needs of JFKCS; and
    b. Recommending any changes that would provide JFKCS the opportunity to define the class size option best suited to the needs of the students.

Section 3: Credit Union

Every teacher may belong to the Diocese of Youngstown (DOY) Credit Union and deposit to this credit union through payroll deduction. A two (2)-week notice must be given.

Section 4: Early Retirement

An early retirement may be offered to eligible teachers during the term of this contract.

A. A teacher is eligible for early retirement if he/she has accumulated 20 or more years of service in a school under the jurisdiction of the Diocese of Youngstown.

B. The head of school/president of John F. Kennedy Catholic School will determine the number of early retirement buyouts offered.

C. If the early retirement buyout option is offered, the head of school/president or administrative designee will notify the eligible teacher(s) in writing by March 1. Eligible teachers must respond to the head of school/president in writing by April 15. Where there are more teachers eligible than buyouts offered, the teacher(s) offered early retirement will be those with the most seniority at JFKCS.

D. The employee shall receive the following financial package:
   a. Buy stipend equal to 130% of his/her salary;
   b. Severance as defined in Section 8; and
   c. Sick day buy back as defined in Section 9.

E. The financial package is to be paid over a three (3) year period according to the JFKCS regular payday schedule and all tax laws will apply.

F. If the teaching position vacated by the early retiree(s) needs to be filled, the replacement of that teacher will be exempt from any seniority and/or layoff policies as stated in the Basic Contract or otherwise for a period of three (3) years.

G. In the event of the death of the reitree before the full amount has been paid, the balance due shall revert to the retiree's designated beneficiary.

H. In the event of JFKCS closing, the remainder of the bayou contract will be paid in full by the legal successor in interest as determined by the Diocese of Youngstown.

Section 5: Life Insurance

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 or older who are still actively employed. This benefit is in effect for all eligible employees until their termination or retirement.

Section 6: Paychecks

A. All teachers of JFKCS will receive their salary bi-weekly in equal paychecks through direct deposit to the bank of their choosing.

B. Direct Deposits will be available to the teacher by the start of the business day on the scheduled payday.

Section 7: Religious Education Stipend

A. All teacher who have earned and hold a current religious education certificate shall receive the following stipend in addition to their salary:

Elementary Certificate	$350
Masters or 150 CHRE	$400
Masters or 180 CHRE	$450
Masters and 30 hours or 210 CHRE	$500
Masters and 60 hours or 240 CHRE	$550
Masters and 90 hours or 270 CHRE	$600

B. Teachers should provide proof of religious education hours or notification of pending change in level to the administration by April 1. Contracts will be held until administration is shown proof of completed hours.

Section 8: Retirement Bonus

Teachers who have accumulated 20 years of service in the Diocese of Youngstown school system will receive a one-time bonus of $6,500 at the time of retirement. The payment will be prorated to the employing parishes and/or schools.

Section 9: Sick Leave Buyback

A. If the total number of unused personal and sick days exceeds 186 days at the end of the school year, those days will be bought back at a rate of $50.00 per day. Unused personal days each year, regardless of buyback eligibility, will be paid $50.00 per day, not to exceed a total of $150. Teachers who qualify for this benefit will receive payment no later than June 30 of the current fiscal year.

B. Teachers shall have the right to donate sick days as the need arises to their colleagues.

Section 10: Tuition

A. Teachers, who are under contract with the school at fifty percent (50%) or more, shall be permitted to enroll their child/children in a diocesan school at one-half (½) the prevailing tuition rate after the award of any applicable EdChoice Scholarship and parishioner scholarship, any other award amount will be deducted from the teacher's portion of the tuition. Teachers whose children may qualify for need based or academic scholarships are encouraged to apply for additional tuition assistance offered by the Diocese of Youngstown and/or scholarship programs offered by the individual schools, and their applications will be given preference when monies are awarded. No monies will be given to the teacher if the scholarship exceeds the tuition amount.
B. A "part-time" teacher, in JFKCS, who is contracted for at least 14 hours but less than the number of hours per week required by current Diocesan policy to qualify for full-time benefits and who has children enrolled in JFKCS, is entitled to one-third remission of tuition for JFKCS.

Section 11: Calendar

Copies of school calendars for the next school year will be distributed to all teachers at the end of the current school year.

Section 12: Duties

A. To ensure that morning and after-school duties are fair, the total number of school days will be divided by the total number of teachers. A committee of teachers will assist the principal in making and notifying teachers of this duty schedule which will be given to teachers the week before school begins. The schedule will also be posted in the teachers' lounge.

B. Other teachers may be assigned to no more than two lunch duties per day.

C. A minimum of 200 minutes of preparation time will be given to each full-time teacher per week within the parameters of the instructional day. When special circumstances arise (emergencies), the amount of preparation time given and when it is given will be agreed upon by the principal/president and classroom teacher. Principals/presidents will make every effort to see that these periods are made available to their teachers.

Section 13: In-services

A. In-services will be administered under the Basic Contract, Article IV, Section 5, Individual Contracts.

B. Teachers will be expected to attend their building's Open House on the selected date by administration. In case of multiple "Open Houses", teachers will be expected to attend only one (1) of these for a maximum of 2.5 hours.

C. Teachers will be expected to attend only one (1) after-school inservice for a maximum of 90 minutes.

D. The in-services that teachers are required to attend will qualify for Individual Professional Development Plan hours. (Open House does not qualify for IPDP hours)

E. K-5 teachers will have one (1) day without students at the end of each semester for finalizing grades. Teachers must report to the building for the entire length of the school day. Teachers may not take a personal or sick day during this time. (These days do not qualify for IPDP hours).

Section 14: Observations

Teachers will be formally observed one (1) time a year, or as specified by the Office of Catholic Schools. Principals will also do informal observations throughout the year.

Section 15: Assignments/Activities

A. In order to be well prepared for a class assignment, adequate time should be given to teachers for new assignments. Notification of assignments is to be made by August 1 whenever possible.

B. The local faculty will be notified by posting in the JFKCS of openings of compensated extracurricular activities (see below). All eligible faculty members in JFKCS may apply, administration determines who is awarded the position. The local building representatives will be notified of the results.

Section 16: Salary

A. The JFKCS K-8 faculty salaries follow the Youngstown Diocese Confederation of Teachers (9-12) salary scale.

B. Teachers serving as chaperones for overnight trips will be compensated at the rate of $100 for the trip. Additional consideration will be given based on the duration of the school trip.

JFK K-8 Scale for Extracurricular Activities

Athletics Activities	**Campus**	**Rate of Base** (*admin determines number of teams)
JH Athletic Director	Upper & Lower	0.15
7 & 8 Volleyball	Upper	0.05 (x2 depending on teams/numbers*)
Junior High Football HC	Upper	0.05
Junior High Football OC	Upper	0.03
Junior High Football DC	Upper	0.03
Junior High Cross Country	Upper	0.03
7 & 8 Grade Boys Basketball	Upper	0.05 (x2 depending on teams/numbers*)
7 & 8 Grade Girls Basketball	Upper	0.05 (x2 depending on teams/numbers*)
Junior High Track (co-ed)	Upper	0.04 (x2 depending on numbers*)
7 & 8 Grade Cheer	Upper	0.03

CoCurricular/Academic Activity	**Campus**	**Rate of Base**
Academic Prep Bowl (5th Grade)	Lower	0.015
Academic Prep Bowl (6th Grade)	Upper	0.015
Academic Prep Bowl (7th & 8th Grade)	Upper	0.03
NJHS	Upper	0.03
Jr. Eagle Life Council *(Amazing Race, Step-Up Day, CSW & Awards Ceremony)* *(two (2) positions)*	Upper	0.03
6th Grade Camp Director	Upper	0.015
7th and 8th Grade Trip Director	Upper	0.025
Math Counts	Upper	0.015
English Festival (Jr. & Sr. High)	Upper	0.03
Science Club	Lower	0.015
Power of the Pen	Upper/Lower	0.015
Mock Trial	Upper	0.015

25-26 Salary Schedule

2025-2026 Salary Schedule: Confederation Proposal 5.5% Increase

Step	BA Index	Salary	BA+15 Index	Salary	MA Index	Salary	MA+15 Index	Salary	MA+30 Index	Salary
1	1.0000	37,313.24	1.0350	38,619.20	1.0760	40,149.05	1.1170	41,678.89	1.1580	43,208.73
2	1.0350	38,619.20	1.0700	39,925.17	1.1170	41,678.89	1.1580	43,208.73	1.1990	44,738.57
3	1.0700	39,925.17	1.1050	41,231.13	1.1580	43,208.73	1.1990	44,738.57	1.2400	46,268.42
4	1.1050	41,231.13	1.1400	42,537.09	1.1990	44,738.57	1.2400	46,268.42	1.2810	47,798.26
5	1.1400	42,537.09	1.1750	43,843.06	1.2400	46,268.42	1.2810	47,798.26	1.3220	49,328.10
6	1.1750	43,843.06	1.2100	45,149.02	1.2810	47,798.26	1.3220	49,328.10	1.3630	50,857.95
7	1.2100	45,149.02	1.2450	46,454.98	1.3220	49,328.10	1.3630	50,857.95	1.4040	52,387.79
8	1.2450	46,454.98	1.2800	47,760.95	1.3630	50,857.95	1.4040	52,387.79	1.4450	53,917.63
9	1.2800	47,760.95	1.3150	49,066.91	1.4040	52,387.79	1.4450	53,917.63	1.4860	55,447.47
10	1.3150	49,066.91	1.3500	50,372.87	1.4450	53,917.63	1.4860	55,447.47	1.5270	56,977.32
11	1.3500	50,372.87	1.3850	51,678.84	1.4860	55,447.47	1.5270	56,977.32	1.5680	58,507.16
12	1.3850	51,678.84	1.4200	52,984.80	1.5270	56,977.32	1.5680	58,507.16	1.6090	60,037.00
13	1.4200	52,984.80	1.4550	54,290.76	1.5680	58,507.16	1.6090	60,037.00	1.6500	61,566.85
14	1.4550	54,290.76	1.4900	55,596.73	1.6090	60,037.00	1.6500	61,566.85	1.6910	63,096.69
15	1.4900	55,596.73	1.5250	56,902.69	1.6500	61,566.85	1.6910	63,096.69	1.7320	64,626.53
18	1.5250	56,902.69	1.5600	58,208.65	1.6910	63,096.69	1.7320	64,626.53	1.7730	66,156.37
21	1.5600	58,208.65	1.5950	59,514.62	1.7320	64,626.53	1.7730	66,156.37	1.8140	67,686.22
24			1.6300	60,820.58	1.7730	66,156.37	1.8140	67,686.22	1.8550	69,216.06
27					1.8140	67,686.22	1.8550	69,216.06	1.8960	70,745.90
30					1.8550	69,216.06	1.8960	70,745.90	1.9370	72,275.75
33							1.9370	72,275.75	1.9780	73,805.59
36									2.0190	75,335.43

26-27 Salary Schedule

2026-2027 Salary Schedule: Confederation Proposal 5.5% Increase

Step	BA Index	Salary	BA+15 Index	Salary	MA Index	Salary	MA+15 Index	Salary	MA+30 Index	Salary
1	1.0000	39,365.47	1.035	40,743.26	1.0760	42,357.25	1.1170	43,971.23	1.1580	45,585.21
2	1.0350	40,743.26	1.070	42,121.05	1.1170	43,971.23	1.1580	45,585.21	1.1990	47,199.20
3	1.0700	42,121.05	1.105	43,498.84	1.1580	45,585.21	1.1990	47,199.20	1.2400	48,813.18
4	1.1050	43,498.84	1.140	44,876.64	1.1990	47,199.20	1.2400	48,813.18	1.2810	50,427.17
5	1.1400	44,876.64	1.175	46,254.43	1.2400	48,813.18	1.2810	50,427.17	1.3220	52,041.15
6	1.1750	46,254.43	1.210	47,632.22	1.2810	50,427.17	1.3220	52,041.15	1.3630	53,655.14
7	1.2100	47,632.22	1.245	49,010.01	1.3220	52,041.15	1.3630	53,655.14	1.4040	55,269.12
8	1.2450	49,010.01	1.280	50,387.80	1.3630	53,655.14	1.4040	55,269.12	1.4450	56,883.10
9	1.2800	50,387.80	1.315	51,765.59	1.4040	55,269.12	1.4450	56,883.10	1.4860	58,497.09
10	1.3150	51,765.59	1.350	53,143.38	1.4450	56,883.10	1.4860	58,497.09	1.5270	60,111.07
11	1.3500	53,143.38	1.385	54,521.18	1.4860	58,497.09	1.5270	60,111.07	1.5680	61,725.06
12	1.3850	54,521.18	1.420	55,898.97	1.5270	60,111.07	1.5680	61,725.06	1.6090	63,339.04
13	1.4200	55,898.97	1.455	57,276.76	1.5680	61,725.06	1.6090	63,339.04	1.6500	64,953.03
14	1.4550	57,276.76	1.490	58,654.55	1.6090	63,339.04	1.6500	64,953.03	1.6910	66,567.01
15	1.4900	58,654.55	1.525	60,032.34	1.6500	64,953.03	1.6910	66,567.01	1.7320	68,180.99
18	1.5250	60,032.34	1.560	61,410.13	1.6910	66,567.01	1.7320	68,180.99	1.7730	69,794.98
21	1.5600	61,410.13	1.595	62,787.92	1.7320	68,180.99	1.7730	69,794.98	1.8140	71,408.96
24			1.630	64,165.72	1.7730	69,794.98	1.8140	71,408.96	1.8550	73,022.95
27					1.8140	71,408.96	1.8550	73,022.95	1.8960	74,636.93
30					1.8550	73,022.95	1.8960	74,636.93	1.9370	76,250.92
33							1.9370	76,250.92	1.9780	77,864.90
36									2.0190	79,478.88