APPENDIX A: ST. ROSE LOCAL ISSUES

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

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

ECONOMIC

Section 1: Conformity to Law

The parish shall abide by all state and federal laws governing contribution to FICA, unemployment, and workers' compensation.

Section 2: Early Retirement

A. The pastor/principal will offer and accept early retirement to at least 2 eligible teachers at St. Rose School each year and if administration can offer it to more teachers, they will.

B. A teacher may be considered for early retirement if he/she has accumulated thirty (30) or more years of service in a school under the jurisdiction of the Diocese of Youngstown schools.

C. Eligibility will be according to diocesan seniority.

D. If the early retirement is offered, the pastor/principal will notify the eligible teacher, in writing, by April 15. The eligible teacher must respond, in writing, to the pastor/principal by May 1. An agreement must be signed by May 15.

E. The employee shall receive the following financial package:
    a. Sick leave buyback at $20 per day for each day accumulated over 180
    b. Buyout stipend equal to 140% of her/her current pay
    c. Severance as defined in Section 4 ($5,000, a one-time bonus)

F. The financial package shall be paid over a three (3)-year period according to St. Rose School's regular payday schedule and all taxes will apply.

G. If the teaching position vacated by the early retiree 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.

H. The terms and conditions of the financial package for a retiring teacher, under this section, will be governed by this contract and not affected by any subsequent contracts or agreements.

I. In the event of the death of the retiree before the full amount is paid, the balance due shall revert to the retiree's designated beneficiary.

J. The retiree will assume all responsibility for her/her medical insurance.

Section 3: Salary

A. For the school year 2025-2026, a salary increase of 4% to have the base pay increase to $30,160.00
B. The teachers would like to open negotiations next year (2026) for **salary only** for the 2026-2027 and 2027-2028 school years.

Section 4: Severance Pay

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 will be prorated to the employing parishes and/or schools.

Section 5: Sick Leave Buyback

If the total number of unused personal and sick days exceeds the following:

2025-2026:	189 days
2026-2027:	189 days
2027-2028:	189 days

at the end of the school year, those days in excess of these days will be bought back at a rate of $50 per day. This payment will be issued by June 30, in a separate check, to those teachers involved.

Section 6: Tuition

St. Rose will follow the Professional Courtesy as outlined in Article XXI of the Basic Contract. Teachers understand that St. Rose will still offer full professional courtesy, but it would be applied after all other applicable financial aid (EdChoice, DOY scholarships, etc.) are applied.

Section 7: Lunch

Each teacher will have a continuous lunch period of thirty (30) minutes whenever possible.

Section 8: Paychecks

Paychecks will be issued on Fridays every two weeks for a total of 26 pays.

Section 9: Term of Contract

This total salary and fringe benefit package will be in effect for three (3) years, for the 2025-2026, 2026-2027, and 2027-2028 school years.

Section 10: Religious Education Reimbursement

Teachers will be reimbursed for the registration fees of religious education classes provided by the Diocese of Youngstown.