APPENDIX A: ST. THOMAS AQUINAS MIDDLE SCHOOL LOCAL ISSUES

St. Thomas Aquinas Middle School, Louisville
Salary, Fringe Benefits, and Local Issues
2025-2028

The teacher contract between St. Thomas Aquinas Middle School, Louisville, and the Youngstown Diocesan Confederation of Teachers, which represents St. Thomas Aquinas Middle School teachers, is for the school years 2025-2028.

1. **Equal Access to Stipends and Additional Stipends for Middle School Staff**
    a. Middle school educators will be officially offered stipends for extracurricular roles, leadership positions, and additional responsibilities, matching the stipends provided to high school staff.
    b. The following stipends will be added for middle school staff:
        i. Stipends:
            1. Middle school sports to follow H.S. Extracurricular index for percentage based on base-salary
                a. If any Middle School Educator does any of the H.S. sports or extracurriculars, they will receive the same stipend but at the H.S. base pay scale.
            2. Yearbook: 0.05%
            3. Spelling Bee Coordinator: 0.03%
            4. Event Coordinators: 0.05%
                a. Responsibilities: Field Trips, May Day, End of the Year Events (similar to a class advisor)
2. **Grading Days**
    a. Middle school educators will receive two half-day, duty-free days dedicated to grading, entering marks, and preparing classroom materials. One of these days will also serve as a visitation day for local elementary schools, during which teachers will lead activities for visiting students.
3. **Pay for Agreed-Upon Subbing**
    a. The school will provide compensation at the rate of $25 for middle school educators who agree to substitute for a colleague during their planning period or other scheduled absence.

4. **Teacher 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. This schedule will be given to teachers the week before school begins. The schedule will also be posted in the teachers' lounge.
5. **Religion Stipend**
    a. A $500 stipend will be given to those holding a current religious education certificate.
6. **Personal Day Buyout**
    a. If a teacher has any unused personal days in the current school year, those days will be bought back at $50 per day. Payment will be issued no later than June 30 of the current fiscal year.

Salary Schedule 25-26

St. Thomas Aquinas MS			Salary Scale 25-26		*Current on Religious Ed Certification: +$500				Base:	$34,155
STEP	BA INDEX	SALARY	BA + 15	SALARY	MA INDEX	SALARY	MA + 15	SALARY	MA + 30	SALARY
1	1.000	$34,155	1.035	$35,350	1.070	$36,546	1.105	$37,741	1.140	$38,937
2	1.035	$35,350	1.070	$36,546	1.105	$37,741	1.140	$38,937	1.175	$40,132
3	1.070	$36,546	1.105	$37,741	1.140	$38,937	1.175	$40,132	1.210	$41,328
4	1.105	$37,741	1.140	$38,937	1.175	$40,132	1.210	$41,328	1.245	$42,523
5	1.140	$38,937	1.175	$40,132	1.210	$41,328	1.245	$42,523	1.280	$43,718
6	1.175	$40,132	1.210	$41,328	1.245	$42,523	1.280	$43,718	1.315	$44,914
7	1.210	$41,328	1.245	$42,523	1.280	$43,718	1.315	$44,914	1.350	$46,109
8	1.245	$42,523	1.280	$43,718	1.315	$44,914	1.350	$46,109	1.385	$47,305
9	1.280	$43,718	1.315	$44,914	1.350	$46,109	1.385	$47,305	1.420	$48,500
10	1.315	$44,914	1.350	$46,109	1.385	$47,305	1.420	$48,500	1.455	$49,696
11	1.350	$46,109	1.385	$47,305	1.420	$48,500	1.455	$49,696	1.490	$50,891
12	1.385	$47,305	1.420	$48,500	1.455	$49,696	1.490	$50,891	1.525	$52,086
13	1.420	$48,500	1.455	$49,696	1.490	$50,891	1.525	$52,086	1.560	$53,282
14	1.455	$49,696	1.490	$50,891	1.525	$52,086	1.560	$53,282	1.595	$54,477
15	1.490	$50,891	1.525	$52,086	1.560	$53,282	1.595	$54,477	1.630	$55,673
18	1.525	$52,086	1.560	$53,282	1.595	$54,477	1.630	$55,673	1.665	$56,868
21	1.560	$53,282	1.595	$54,477	1.630	$55,673	1.665	$56,868	1.700	$58,064
24	1.595	$54,477	1.630	$55,673	1.665	$56,868	1.700	$58,064	1.735	$59,259
30	1.630	$55,673	1.665	$56,868	1.700	$58,064	1.735	$59,259	1.770	$60,454
33	1.665	$56,868	1.700	$58,064	1.735	$59,259	1.770	$60,454	1.805	$61,650
36	1.700	$58,064	1.735	$59,259	1.770	$60,454	1.805	$61,650	1.840	$62,845