MEMORANDUM OF UNDERSTANDING

In accordance with the reopener agreement set forth in the preamble of this contract, the parties have, during formal bargaining in the Fall 2026, negotiated the funds that will be allocated for base salary increases for the 2026-2027 school year set forth herein.

Base Salary increases for returning teachers for the 2026-2027 school year shall be awarded as follows:

1. General Eligibility Criteria: A teacher must have received a complete summative evaluation in the preceding school year by Central Nine. If a full summative evaluation has not been completed for reasons within the control of or caused by the teacher, then such teacher is not eligible for a salary increase and shall receive the same salary the following school year. The one exception to this eligibility criteria is that a teacher who has newly attained a literacy endorsement will still be eligible to receive a raise, but only for the amount associated with the instructional leadership factor.

2. General Eligibility Criteria: A teacher must be evaluated as Highly Effective or Effective during the previous year in order to receive an increase in base salary. Except as otherwise noted herein, any teacher receiving an Ineffective or Needs Improvement summative evaluation rating from Central Nine in the preceding school year shall be ineligible for any increase in salary or stipend in the 2026-2027 school year. The one exception to this eligibility criteria is that a teacher who has newly attained a literacy endorsement will still be eligible to receive a raise, but only for the amount associated with the instructional leadership factor.

3. Factors and Definitions:

    a. Evaluation: The teacher was evaluated as highly effective or effective in the prior school year.

    b. Academic Needs: The teacher must satisfy two of the following criteria to receive a base salary increase. (If two academic needs categories listed below are not met, then the certified staff member will not receive the academic needs portion of the base salary increase):

        -Qualify to offer nine college credits directly related to the teacher's program.

-Qualify to offer state/industry supported certifications.
-Employed as a certified staff member at Central Nine for at least five years.
-Employed in a "high wage/high demand" content area according to the flame ratings from IN DWD.
-Provide at least 150 hours of work based learning through the teacher's program.
-Engage in strong partnerships identified through program advisory boards.
-Mentor/support other certified staff members in curriculum development and teaching strategies.
-Provide professional development to staff.

c. Instructional Leadership: The teacher has newly attained a literacy endorsement through the IDOE.

4. Distribution Plan for 2026-2027 School Year

A. Factor I - Evaluation - Teachers satisfying this factor will receive a base salary increase as follows:

- 1.0% of the teacher's base salary if the teacher was highly effective.
- .75% of the teacher's base salary if the teacher was effective.

In addition, all current certified staff members will receive a one-time stipend as follows:

- 0-9 years of C9 experience $1250
- 10+ years of C9 service $1750

CENTRAL NINE CAREER CENTER GOVERNING BOARD

By:_____ 11/12/26
Dawn Downer, President Date

CENTRAL NINE TEACHER'S ASSOCIATION

By:_____ 11/12/26
Steve Owen, President Date