

# Zionsville Community Schools

*Board of School Trustees Meeting “Item for Consideration”*

**New Business Item 6a      Date: November 10, 2025**

## *Collective Bargaining Agreement*

### Category:

<input checked="" type="checkbox"/> Human Resources, Personnel/Staffing	<input type="checkbox"/> Curriculum, Instruction, Assessment	
<input checked="" type="checkbox"/> Finance, Budgeting, Accounting	<input type="checkbox"/> Student Services	<input type="checkbox"/> Board Policy
<input type="checkbox"/> Facilities, Transportation, Nutrition	<input checked="" type="checkbox"/> Community Relations	<input type="checkbox"/> Other

### Type of Board of Trustees Consideration Sought:

Action	<input checked="" type="checkbox"/>
Discussion	<input checked="" type="checkbox"/>
Report	<input type="checkbox"/>

### Facts of this Matter:

Indiana Code 20-29 requires teacher contracts be negotiated every 1-2 years in order to align with the budget session of the legislature. As such, the administrative team and Board President participated in a collaborative bargaining process with leadership of the Zionsville Educators Association (ZEA) beginning on September 15<sup>th</sup> of this year after holding a public hearing regarding the bargaining process on September 9, 2025.

Following a process known as interest-based bargaining, leaders outlined mutual goals and interests that were shared among members of the bargaining team. These interests included, but are not limited to, teacher attraction and retention, stability, clarity, and support for teachers in the areas of modern benefit provisions, safety, and overall physical/mental health. In addition, it was a common interest to develop a compliant agreement that would be approved upon review by the Indiana Education Employment Relations Board (IEERB).

The tentative agreement has been available on the ZCS website since the conclusion of the bargaining. The tentative agreement was ratified by ZEA membership on October 1, 2025.

Key elements of the tentative agreement were shared during the public hearing on October 6, 2025 and are as follows:

- This agreement will be in effect for 2025-2027 (maximum length allowed by law).
- The starting salary for teachers in ZCS has been increased to \$52,500.
- During the 2025-2026 school year, teachers who are eligible to receive a salary increase will move a total of six (6) steps on the salary schedule which equates to \$3,000. Any teacher who already appears at step G4 or beyond will move five (5) steps on the salary schedule, totaling an increase in \$2,500.
- During the 2026-2027 school year, eligible teachers will move a total of four (4) steps on the salary schedule which equates to \$2,000.

- To be considered eligible for an increase, a teacher must be rated Highly Effective or Effective on the prior year's evaluation, have been employed in ZCS for a minimum of 120 days, and must not have taken any unauthorized leave starting in the 2025-2026 school year.
- In accordance with IC 20-28-9-2.5, established in a recent legislative session, teachers who have added a literacy endorsement to their teaching license are eligible to receive an additional \$200 on their base salary.
- In addition, the parties clarified that teachers will be paid their individual hourly rate as it relates to instruction provided during Summer School.
- To support the growing number of students and affiliation experiences with club activities and athletics, the parties agreed to add a select number of positions to the ECA schedule to begin in 2026-2027. Additional robotics coaching positions were added at the elementary level to begin in the 2025-2026 school year.
- The parties also agreed to additional support for teachers including enhancements to paid coverage during Maternity and Parental leaves, a newly developed Discretionary Leave to support teacher absences directly related to circumstances connected to employment, and one day per semester for special education teachers to complete required paperwork in support of requirements under Article VII and IDEA.
- After these increases are applied, the minimum salary of a full-time teacher in ZCS will be \$52,500. Average teacher salary in ZCS after increases are applied equates to \$71,000.

**Objective POSITIVES related to this item or approach:**

Both parties would like to express their sincere gratitude for the collaborative nature of the bargaining process that has existed in ZCS since 2017. This approach has been effective in working toward solutions that meet the common interests of both parties, and by extension, the interests of all students served by these schools.

**Objective NEGATIVES related to this item or approach:**

None identified.

**Financial Implications, if any:**

Funds for this new agreement are reflected in the board's adopted 2026 budget.

**Opinion/Recommendation:**

Approval. Your ratification of this agreement allows ZCS to meet the required deadline established by Indiana Code for the business of teacher contract negotiations.

**Suggested Wording for a Motion, if any:**

I move for ratification of the collaborative bargaining agreement established with the Zionsville Educators Association as presented.