Porter County Education Services/Special Education Teacher Association
Tentative Agreement
October 27, 2026

Language Cleanup:

ARTICLE I: RECOGNITION AND APPLICATION

The term "Teacher" when used in this Agreement shall refer to all certified personnel employed as teachers as defined by I.C. 20-18-2-22 and employed by the Porter County Education Services through a temporary or regular contract and is assigned within the Special Education Division or the Vocational Career and Technical Education Division, except the Executive Director and the Administrators of the Special Education or Vocational Career and Technical Education Divisions.

ARTICLE III: GRIEVANCE PROCEDURE

A. The Association and Administration agree that attempts will be made to resolve all concerns outside the grievance process. An Association Representative may attend this/these meeting(s) at the request of the teacher. It is understood that this/these meeting(s) do not constitute Level I of the grievance procedure.

J. Sabbatical Leave

3. Paid sabbatical leave for fulfillment of scholastic requirements toward an additional degree in the area of Special or Vocational Career and Technical Education Education may be granted by the Interlocal Board to teachers who have completed ten (10) consecutive years of service in the Porter County Education Services. The granting of a sabbatical leave shall be subject to the following conditions:

ARTICLE V: PROFESSIONAL DAYS

A. Professional Rights and Responsibilities Committee

2. Intentionally Omitted. (Suggested remove)

ARTICLE VI: ADMINISTRATION OF COMPENSATION PLAN

A. Staff members who are required by their supervisor to participate in due process preparation or testimony outside the contracted workday will be paid at the staff member's normal hourly rate.

Any portions of this provision unrelated to wages and/wage related benefits are PCES policy, not bargained and included for informational purposes only.

ARTICLE VII: RATIFICATION

This contract shall be effective as of July 1, 2025 and shall continue in effect through June 30, 2026.

This contract is made and entered into at Valparaiso, Indiana on this 29th day of December, 2025 by and between Porter County Education Services and the Special Education Teachers' Association, and applies to the Special Education and Vocational Career and Technical Education Divisions of the Porter County Education Services.

Compensation Plan

Teachers who acquire the Literacy Endorsement will receive a $250 salary increase.

Increase starting salary to $53,000 ($500 increase).

Compensation - $2200 to base

Eligibility - work 120 days in 2025-2026 for PCES

Factors:

1. Evaluation (effective or highly effective) - $1100
2. Academic Needs of students - $1100
   Potential definition:
   All bargaining unit employees who: (1) contribute to Child Find; (2) work with students with special needs and/or (3) teach college and career readiness courses.

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