TIPTON COMMUNITY SCHOOL CORPORATION

MEMORANDUM

TO: TCSC Board of School Trustees
FROM: Scott Jaworski, Superintendent
DATE: November 10, 2026
RE: 2026–2027 Administrative Compensation Adjustments

Following approval of the 2026–2027 Collective Bargaining Agreement between Tipton Community School Corporation and the Tipton Education Association, I recommend the following compensation adjustments for administrative employees:

1. **Salary Increase:** A $1,000 annual salary increase for eligible certified and classified administrators. The Superintendent is excluded from this salary increase.
2. **Health Insurance Contribution:** The Corporation will absorb one percentage point of the 4% health insurance premium increase for eligible administrators, including the Superintendent. This represents one-quarter of the total premium increase and is consistent with the contribution adjustment provided to teachers through the collective bargaining agreement.

These adjustments will be **implemented retroactively to July 1, 2026**, with applicable salary and benefit adjustments processed accordingly.

The total estimated financial impact of these adjustments, including applicable employer retirement contributions, FICA, and health insurance contributions, is **$14,947.46**.

These recommendations are intended to provide consistent, modest compensation adjustments while remaining mindful of the Corporation's current financial challenges.

Recommendation: Approve the administrative compensation adjustments as outlined above, effective retroactively to July 1, 2026.