TIPTON COMMUNITY SCHOOL CORPORATION

MEMORANDUM

TO: TCSC Board of School Trustees
FROM: Scott Jaworski, Superintendent
DATE: November 10, 2026
RE: 2026–2027 Classified Staff 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 eligible classified employees:

1. **Hourly Wage Increase:** A $0.20 per hour increase for eligible classified employees, including secretaries, maintenance and custodial staff, instructional aides, nurses, and food service employees. Transportation employees are excluded from this hourly wage increase, as their current compensation remains competitive.
2. **Health Insurance Contribution:** The Corporation will absorb one percentage point of the 4% health insurance premium increase for eligible classified employees. 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 wage and benefit adjustments processed accordingly.

The total estimated financial impact of the classified hourly wage adjustments, including applicable employer PERF and FICA contributions, is **$25,512.82**.

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

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