

2020-2021
AGREEMENT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

WES-DEL COMMUNITY SCHOOLS

AND THE

ACTIVE CLASSROOM TEACHERS ORGANIZATION

This agreement made and entered into this 12th Day of November, by and between the Board of School Trustees of the Wes-Del Community Schools and the Active Classroom Teachers Organization.

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ARTICLE I

RECOGNITION

Pursuant to Indiana Code 20-29, the Board of School Trustees (“Board”) hereby recognizes the Active Classroom Teachers Organization (“Organization”) as the exclusive bargaining representative for all certificated employees of the Wes-Del Community Schools excluding supervisors, superintendents, curriculum director/technology coordinator, principals, assistant principals, athletic directors, guidance personnel, speech teacher, and Preschool Director/Teacher. In the event the Preschool is supported financially by the state, the Preschool Director/Teacher position may be added back to the bargaining unit.

ARTICLE II

SALARY AND WAGE PROVISIONS

Salary Schedule

The Board and the Organization agree that salaries and wages to be affected by this agreement are accurately reflected in Appendix I and made a part of this agreement.

The Corporation shall contribute three percent (3%) of each teacher's salary to the Indiana Teacher's Retirement Fund.

Extra-Curricular Activities

The Board and the Organization agree that stipends for extra-curricular activity duties to be affected by this agreement are accurately reflected in Appendix II and made a part of this agreement.

The Corporation shall contribute three percent (3%) of the extra-curricular activity stipend paid to each teacher to the Indiana Teacher’s Retirement Fund.

ARTICLE III

SALARY AND WAGE RELATED FRINGE BENEFITS

Medical Insurance

Upon acceptance of written application, the Board agrees to provide each teacher with a subsidy toward the purchase of health care protection. Effective January 1, 2020, the subsidy will be Four Hundred Ninety-One Dollars(\$491) per month for single coverage and One Thousand One Hundred Ninety-Nine Dollars (\$1,199) per month for the family plan. Effective January 1, 2021 this subsidy shall be Four Five Hundred Two Dollars(\$502)per month for single coverage and One Thousand Two-Hundred Thirty Dollars(\$1,203) per month for the family plan. Each teacher who participates in a plan shall pay a minimum of two dollars (\$2.00) per month. If a teacher resigns or is terminated the subsidy shall cease with the last payroll check issued to a teacher who does not serve through the end of the school year, or the last payroll check of the contract year for a teacher who does serve through the end of the school year.

Life Insurance

Upon acceptance of written application, the Board agrees to make available a Fifty Thousand Dollar (\$50,000.00) term life insurance policy with the provision that the employee contribute the sum of Four Dollars 50/100 (\$4.50) per month, and the Board will provide the necessary subsidy to complete the premium due.

Long Term Disability Insurance

Upon acceptance of written application, the Board agrees to make available a long-term disability insurance policy with the provision that the employee contribute the sum of Two Dollars (\$2.00) per month, and the Board will provide the necessary subsidy to complete the premium due.

Retirement Benefits

The Board has made a one-time contribution in an amount not to exceed \$660,000 to fund the actuarially determined cost of retirement benefits accrued by current teachers and administrators in the school corporation and to buy out accumulated sick leave payable upon retirement to current teachers under prior master contracts. Eligibility under the prior master contracts occurs upon a teacher attaining the age of fifty-five (55) years, who has taught a minimum of fifteen (15) years in this corporation, and whose permanent retirement has been evidenced by application to the Indiana State Teachers Retirement Fund. The retiring teacher shall notify the Board, in writing, of the intent to retire not later than July 1 preceding the last year of service. The Board may waive notice for good cause. Payment shall be made as soon as feasible following the last day of service. Thereafter, retirement benefits for teachers shall be available under a replacement plan as follows:

The Board shall contribute on a dollar-for-dollar matching basis up to two percent (2.0%) of a teacher's base salary. (The matching contribution does not include extracurricular, extended or supplemental contracts or one-time bonuses or stipends) into an IRCS 401(a) plan administered by the Board equal to the contribution made by the teacher into the teacher's individual IRCS 403(b) account. A teacher must contribute at least 1.0% in order to receive the Board's match. A teacher may elect a contribution expressed as either a percentage or a dollar amount. If a percentage is elected, it shall be in increments of 0.125%. The IRCS 401(a) plan vendor shall be selected by the Board after consultation with the Organization. The teacher shall select the provider for his or her own IRCS 403(b) account. The teacher may elect to begin a 403b account and/or change salary reduction amounts at the beginning of the second semester provided he or she has given written notice to the corporation treasurer at least thirty calendar (30) days prior to the beginning of the second semester. The matching contribution shall be paid at the end of every month except the month of August contribution which will be paid with the September contribution.

Vesting in the IRCS 401(a) plan shall be as follows:

0-1 year of service	0%
2 years of service and upon signing 3 rd year contract	20%
3 years of service and upon signing 4 th year contract	40%
4 years of service and upon signing 5 th year contract	60%
5 years of service and upon signing 6 th year contract	100%

(Continued on next page)

Years of service with the school corporation prior to the 2003-2004 school year shall be counted toward vesting. All forfeitures prior to 100% vesting shall be a credit against future Board contributions.

Paid Leave Days

Each full-time teacher employed under the regular contract shall be entitled to be absent from work on account of a teacher's personal illness and medical needs, or the illness or medical needs of a teacher's spouse, children, parents, spouse's parents or any persons who reside in the teacher's household, and for personal business that cannot be transacted outside the regular school day.

Paid leave days shall be credited annually to each teacher as follows:

- a) Fourteen (14) days shall be provided the first day of employment in the corporation;
- b) Twelve (12) days shall be added to the unused balance of each teacher's sick leave each year until an accrued total of not more than one hundred thirty-five (135) days of sick leave have been accumulated.

Use of paid leave days shall neither immediately precede nor immediately follow a school recess or vacation period which results in the extension of such period, except in case of sudden illness or other unplanned emergency, which use must be approved by the superintendent in his/her sole discretion. The teacher requesting such use of a leave day has the burden of providing documentation to support the request.

Teachers who have accumulated more than one hundred fifteen (115) days of sick leave before the beginning of the 2003-2004 school year shall have such days grandfathered and shall be entitled to accumulate up to that number of days so long as they are employed in the school corporation.

Paid leave days shall be accumulated as sick leave from year to year up to the one hundred thirty-five (135) days. Accumulated days may be used only after the annual allotment has been depleted then only for the purpose of;

- a) Teacher's personal illness and medical needs
- b) The illness or medical needs of a teacher's spouse, children, parent's, spouse's parents or any persons who reside in the teacher's household.

No more than thirty (30) sick leave days may be used by a teacher in any school year for family illness, provided the limitation may be waived by the superintendent to allow the use of additional days in exceptional circumstances.

Professional Leave

Professional days as recommended by the building principal and approved by the superintendent may be granted to any teacher for the purpose of attending conferences of an educational nature. Professional days approved by the superintendent may be granted to the Association president or his/her designee(s) to conduct Association business.

Jury Duty

When a teacher is absent from work due to court mandates, including jury duty, they will be paid the difference between their daily wage and the per diem granted from the court. Any travel expense paid for court service shall be retained by the teacher. To facilitate this payment of the teacher's daily rate for court and jury duty time, the teacher will be paid as regular school corporation pay and the teacher will reimburse the school corporation the court/jury duty daily wage.

Bereavement Leave

Each teacher shall be entitled to be absent for death in the immediate family for a period extending not more than five (5) contract days beyond such death without loss of compensation. Under extenuating circumstances, the Superintendent may authorize that such leave be taken at a later time. Immediate family shall be defined as: spouse, children, foster child, adoptive child, step child, brother, sister, step brother, step sister, parents, step parents, foster parents, mother-in-law, father-in-law, brothers-in-law, sisters-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandchild or any person living in the same household with the teacher on a permanent basis. The teacher shall determine if those days begin on the day of the death or the day immediately following the death, as may fit the individual teacher's circumstances. In the event that all death leave days are not taken for an immediate family member at the time of death, one (1) day may be used for transaction of business related to the death so long as it is taken within the same school year. The death of aunts, uncles, nieces, nephews, and great grandparents will be a two (2) contract day leave.

Maternity Leave

Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and the following:

1. Any teacher who is pregnant is entitled to a leave of absence anytime between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the superintendent of the school corporation in which she teaches at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.
2. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to subsection (1) of this section. This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure, and seniority rights.

Paternity Leave

A teacher may take up to eight (8) days leave upon the birth or adoption of his/her child. This leave shall be charged to his available sick or personal business leave days. Upon the exhaustion of such leave, the rest of said leave may be taken without pay.

Payment for On-Going Criminal History Records Checks

The Board shall pay the costs associated with on-going criminal history records checks of currently employed teachers that are required to be conducted by the School Corporation for current employees under IC 20-26-5-10. This provision shall not apply to applicants for employment.

Wes-Del Community Schools Employee Pre-School Discount

An employee of Wes-Del Community Schools under the regular contract that would choose to enroll their dependent or grandchild into the Wes-Del Pre-School would receive a twenty percent (20%) tuition discount.

The weekly fee for the 2020-2021 school year is the following:

- a) Half Day (Non-Employee) \$70 per week
- b) Full Day (Non-Employee) \$140 per week

- c) Half Day (Employee) \$56 per week
- d) Full Day (Employee) \$112 per week

ARTICLE IV

TERMS AND GENERAL PROVISIONS

Bargainable Issues

All bargainable issues have been discussed during the negotiations leading to this agreement and no additional bargaining will be conducted on any item, whether continued herein or not, during the life of this agreement. A Memorandum of Agreement or Understanding shall be used to address a particular interpretation or application of the contract, or an unanticipated circumstance, but not for renegotiations of any provision of the Contract.

Terms of Employment

Both parties agree that this agreement sets forth the terms and conditions to which each party agrees to be bound and that such agreement has been reached voluntarily without undue or unlawful coercion or force by either party.

Conditions of Employment

Terms of employment, salaries, and other conditions of employment for teachers described in this agreement shall mean the regular school year and shall specifically exclude any summer programs.

Payroll Deductions

Upon written authorization from a teacher, the Board will withhold any such amounts of money for insurance, credit unions, organization dues, or other purposes mutually agreed upon by the organization and the Board, if twenty percent (20%) or more of the teachers in the corporation request to participate to withhold funds for the purpose of paying such amounts to the proper recipient. Deductions will be forwarded on the second working day after payroll unless extenuating circumstances beyond the control of the school corporation prevents it.

Schedule of Salary Payments

Payroll checks shall be issued a total of 26 times each year with the actual payday being Friday of the week when a payroll check is scheduled to be issued. If the above should be non-school days, checks will be distributed the last school day preceding this date, if feasible. During summer vacation, a teacher may elect to have his checks mailed if requested in writing. If a teacher resigns retires, or is terminated, they shall have the option of receiving the total amount of monies earned up to the date of termination or resignation in one lump sum on the last pay in June.

ARTICLE V

GRIEVANCE PROCEDURE

A grievance shall be defined as alleged violation of a specific article or section of this agreement. Both parties agree that it is desirable for a teacher and their principal to resolve their differences through free and informal communication. If this is not possible, the teacher/organization may file a formal grievance with the building principal, within five (5) calendar days following the incident that causes the grievance. The building principal shall within seven (7) calendar days submit a written response. If the grievance is not resolved at this stage, the teacher/organization may submit the grievance, in writing, within ten (10) calendar days to the superintendent who shall give the teacher/organization a hearing within fifteen (15) calendar days and shall give a decision, in writing, within five (5) calendar days following the hearing. If the teacher/organization is not satisfied with the decision of the superintendent, said grievance may, within ten (10) calendar days, be submitted in writing to the Board who shall hold a hearing within twenty (20) calendar days following the hearing. The decision of the Board shall be final unless otherwise provided by law.

ARTICLE VI

SICK LEAVE BANK

A voluntary sick leave bank shall be established for the benefit of all certified staff and administrators who elect to join the sick leave bank. The sick leave bank shall be used for the purpose of providing a bank of days upon which a member of the sick leave bank may draw in case of extended illness of the member. The sick leave bank is not designed to give unlimited sick leave. The following rules govern the operation of the sick leave bank:

1. Membership in the sick leave bank shall be voluntary for all certified staff and administrators and shall continue from school year to school year unless the member resigns from the sick leave bank or leaves the employ of the school corporation.
2. The annual enrollment period of accepting voluntary membership in the sick leave bank shall be the first ten (10) calendar days of the school year or the first ten (10) calendar days after the member's first employment date.
3. Those certified staff and administrators electing to become a member of the sick leave bank must remain a member for the entire year. A member of the sick leave bank ceases to be a member upon his/her termination of employment with the corporation or receipt of written notice of withdrawal by May 15 of the preceding year.
4. Unused days in the bank shall carry forward from year to year. If the total accumulated days in the bank fall below fifty (50) days, each member of the bank shall be asked to donate one (1) additional sick leave day. If a member refuses to donate the additional days, they will be ineligible for sick leave bank days.
5. Each new member of the bank shall contribute two days of his/her accumulated sick leave days to the bank. Membership in the bank program shall be open to all certified school employees and administrators. Each member will be assessed an additional one (1) day until the accumulated sick bank initially totals seventy-five (75) days. A member shall be defined as a certificated school employee or administrator who has made contribution of two sick leave days to the bank at the time of enrollment.
6. Sick leave days donated to the bank by a member are considered a permanent contribution to the bank and may not be withdrawn or transferred to another school corporation.
7. The use of days accumulated in the sick leave bank is subject to availability. The school corporation shall not have any liability or obligation to pay sick bank leave days from the sick leave bank at any time when such leave bank has been exhausted.
8. Sick bank members may be granted days from the bank under the following conditions.
 - A. The employee must be an active participant of the bank.
 - B. The employee must be absent from work at least ten (10) consecutive working days.
 - C. All sick leave and personal leave days accumulated by the member have been exhausted.
 - D. A member of the sick leave bank may draw a maximum of thirty-five (35) days from the sick leave bank during any one school year.
 - E. Sick leave days from the bank may not be used during summer school employment.
 - F. The recipient of sick bank leave days shall repay the bank the borrowed days at the rate of two (2) days per year until the recipient has repaid a maximum of 10 days.
 - G. A physician's statement as to the nature of the illness or incapacity and a prognosis report for returning to work shall be provided by the member upon application to the bank, and the Superintendent may request the physician to renew such statements.

H. A member must file an application for benefits on the prescribed application form no later than ten (10) calendar days from the date the member becomes eligible for benefits.

I. If the sick leave bank member is incapacitated and cannot make the application for benefits, a spouse or representative may make the application.

J. The sick leave bank benefits for any member will terminate upon the earlier of the following:

1. When the member returns to duty.

2. If abuse of the sick leave bank rules is substantiated and the employer decides to terminate the temporary bank in the best interest of all school employees.

K. Any retiree may donate up to Ten (10) days from his/her accumulated sick leave to the bank at the time of retirement.

L. The Organization shall receive a copy of the sick leave bank membership list, as soon as practicable after it is prepared.

9. The sick leave bank committee shall oversee the bank's operation. The committee shall consist of two (2) teachers appointed by the organization and two (2) administrators designated by the Superintendent. The committee will review all applicants desiring to borrow sick days from the bank. The decision of the superintendent will be final.

ARTICLE VII

EFFECT OF COLLECTIVE BARGAINING AGREEMENT

1. This Agreement represents the full and complete understanding and commitment between the parties hereto as to the subject matter hereof for the duration of the Agreement and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual written agreement of the parties.

2. Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, the article, section, or clause, as the case may be, shall be automatically deleted from the Agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement.

3. This Agreement supersedes all prior agreements which violate the terms of this Agreement as to the subject matter hereof and any customs, practices, rules, policies or precedents of the parties which are contrary to or inconsistent with the subject matter of this Agreement.

4. Any individual contract between the Board and a member of the bargaining unit as defined in Article I shall be expressly subject to the terms and conditions of this Agreement for its duration.

Duration and Acceptance of Agreement

This agreement shall be effective as of July 1, 2020 and shall continue in effect June 30, 2021, unless terminated at an earlier date by mutual consent of both parties. This agreement together with all of its terms, conditions, and effects shall expire on the date indicated.

This agreement is signed this 12th day of November, 2020.

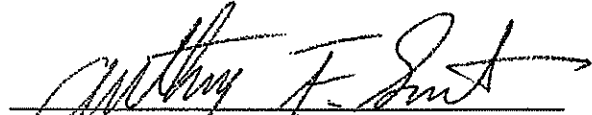
In Witness Thereof:

WES-DEL COMMUNITY SCHOOLS

ACTIVE CLASSROOM TEACHERS ORGANIZATION



Joe Schneider, President

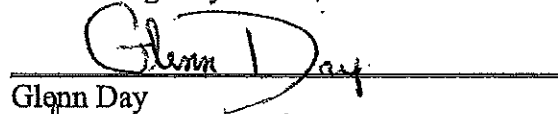


Anthony Santino, President

Steve Dowling Vice President

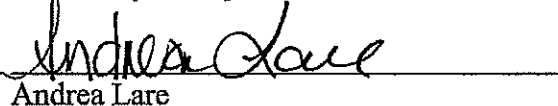
Laura Daugherty

Larry Batt, Jr., Secretary



Glenn Day

Todd Trehearne Member



Andrea Lare

Dick Johnson, Member



William V. Hughes, Chief Spokesperson

Matt Elder, UniServ Director,
Chief Spokesperson

Ratified:

Ratified:



Joe Schneider, President



Anthony Santino, President

2020 COMPENSATION PLAN

I. Salary Range

- a. At the beginning of the 2020-21 school year, the salaries of returning full-time teachers were between \$36,500 to \$61,000.
- b. The salary range for teachers hired is \$36,500 to \$55,500 for Bachelor Degree (Career Lane 1), and \$38,500 to \$61,000 for Master Degree (Career Lane 2). The superintendent has the discretion to set the new hire salary within this range, but the salary cannot exceed the salary of a veteran teacher with similar experience and education credentials.

II. Base Salary Increases

- a. \$47,000 lump sum to be added to teacher base salaries. The lump sum will be shared equally between eligible teachers.
- b. General Eligibility To be eligible for a salary increase, a teacher:
 1. Must have been rated highly effective or effective in the prior year, AND
 2. Must have been employed at least 120 days in the prior year. A teacher who does not satisfy these eligibility criteria remains at their prior year salary.
 3. Teachers rated ineffective or improvement necessary in the prior year remain at their prior year salary, are not placed on to a new salary schedule, and do not advance on the current salary schedule.
- c. Factors and definitions
 1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
 2. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior school year.
- d. Distribution – amounts to be added to a teacher's base salary
 1. Evaluation rating of highly effective or effective
 2. Year of experience
- e. A teacher who reaches the top of the Career Lane 1 or the top of the Career Lane 2 will receive additional funds which exceed the top of appropriate lane in the form of a one-time stipend. Once at the top of Career Lane 1 or Career Lane 2, money will not be added to the base salary.
- f. Redistribution Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

III. Stipends

1. Teacher Performance Stipend (Paid in March based on February ADM)

1. Teachers receiving an evaluation rating of effective or highly effective from the previous school year shall share the money made available for Teacher Performance increases.
2. No teachers receiving an evaluation of improvement necessary or ineffective will go into the sharing of the money, therefore, no redistribution will be needed.
3. \$30,166 will be divided among all teachers for a stipend to be paid in March 2021. \$3,000 will be added or subtracted from this amount for each student based upon the change from the September 2020 ADM to the February 2021 ADM.

IV. Academic Need Stipend

1. Amount of Stipend = \$2,500
2. General Eligibility
 1. The district reserves the right at any time to determine Academic Needs for both current and prospective employees. Teaching areas that have been determined to be of Academic Need will receive an annual stipend Academic Need Stipend.
 1. Basis for stipend
 1. Teaching areas identified as Academic Need by the Superintendent.
 2. Distribution
 1. A stipend amount will be distributed equally on a per pay basis throughout the contract year.

V. Exemplary Attendance Stipend

1. A teacher who uses no leave days and receives no disciplinary days off in a semester period shall receive a stipend of \$80.
2. Bereavement days, absences due to jury duty and professional development/conferences approved by the school administration are exempted.
3. Such additional pay for which a teacher qualifies under this provision shall be paid no later than the second pay period disbursed after the end of the nine weeks. It is also understood and agreed that no teacher shall lose any leave stipend due to days donated to the Sick Leave Bank.

Because of the COVID-19 pandemic, this stipend will not be paid in the 2020-2021 school year.

Career Lane Schedule for Current Teachers

	Career Lane 1	Career Lane 2
A	36500	38500
B	37500	39500
C	38500	40500
D	39500	41500
E	40500	42500
F	41500	43500
G	42500	44500
H	43500	45500
I	44500	46500
J	45500	47500
K	46500	48500
L	47500	49500
M	48500	50500
N	49500	51500
O	50500	52500
P	51500	53500
Q	52500	54500
R	53500	55500
S	54500	56500
T	55500*	57500
U		58500
V		59500
W		60500
X		61000*

*A teacher who reaches the top of the Career Lane 1 or the top of the Career Lane 2 will receive additional funds which exceed the top of appropriate lane in the form of a one-time stipend. Once at the top of Career Lane 1 or Career Lane 2, money will not be added to the base salary.

1. If a teacher:
 - a. Qualifies for a column change for degree attainment (Education Factor)
And
 - b. Does not receive an evaluation rating of ineffective or needs improvement for the preceding school year

Then the teacher may be eligible to move over to Career Lane 1 to Career Lane 2 in the same row. No diagonal movement shall be permitted. The parties understand that movement on the career schedule for the 2019-2020 school year cannot occur until all State data that is part of the Wes-Del evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed.

APPENDIX II
NEW HIRE SALARY RANGE

- A. The salary range for new teachers hired is \$36,500 to \$61,000.
- B. The superintendent has the discretion to set the new hire salary within this range, but the salary cannot exceed the salary of a veteran teacher with similar experience and education credentials.

Base Salary Lane 1	Base Salary Lane 2
BS & 0 Years = \$36500	MS & 0 Years = \$38500

**APPENDIX III
2019-2020 ECA SALARY SCHEDULE**

Academics	
High School	
Super Bowl	
Language Arts	\$630
Science	\$630
Math	\$630
Fine Arts	\$630
Social Studies	\$630
Additional Team (only one)	\$315
Skill Bowl	\$606
Spell Bowl	\$606
Class Sponsor	
Senior	\$564
Senior	\$564
Junior	\$817
Junior	\$817
Sophomore	\$356
Sophomore	\$356
Freshmen	\$356
Freshmen	\$356
Publications	\$2,541
Student Council	\$1,328
Honor Society	\$586
Drama	\$1,147
Auxiliary Music I	\$525
Auxiliary Music II	\$525
Auxiliary Music III	\$236
Marching Band Specialist	\$400
Home Economics Club (FASC)	\$946
Spanish Club	\$523
Math/Science Club	\$681
Band	\$1,838
Printing	5 Additional days at Daily Rate
Vocational	3 Additional days at Daily Rate
Yearbook	2 Additional days at Daily Rate
Computer	5 Additional days at Daily Rate
Media Spec	10 Additional days at Daily Rate
SADD	\$490
FBLA	\$490
Art Club	\$471
School-to-work	\$1,910
Talent Show Sponsors	\$280
	\$280
	\$280
Bowling Club Sponsor	\$720

Middle School	
Junior Honor Society	\$363
Student Council	\$687
Spell Bowl	\$606
Skill Bowl	\$606
Middle/High School	
Super Bowl	
Language Arts	\$630
Science	\$630
Math	\$630
Social Studies	\$630
Additional Team (Only One)	\$315
Department Head	
English	\$350
Math	\$350
Science	\$350
Social Studies	\$350
CTE (Business, FACS, Technology)	\$350
Fine Arts	\$350
Physical Education/Health	\$350
Technology Instructional Coach	\$2,000
eSports Sponsor	\$500
Elementary School	
Choir	\$644
Art Club	\$471
Book Club	\$338
Spell Bowl	\$606
Math Bowl	\$606
Student Council	\$518
Archery Club	\$250
Archery Club	\$250
Department Head	
Kindergarten	\$350
First Grade	\$350
Second Grade	\$350
Third Grade	\$350
Fourth Grade	\$350
Fifth Grade	\$350
Specials	\$350
PDS Coordinator	\$750
Technology Instructional Coach	\$2,000
eSports Sponsor	\$500
Corporation	
Focus	
Co-Editors	\$578
Co-Editors	\$578
Middle/High School	\$507
Elementary	\$365

ATHLETICS

High School		
Weight Training Coordinator		\$2,082
Girls		
Basketball		
	Head	\$6,813
	Assistant	\$3,495
Volleyball		
	Head	\$4,502
	Assistant	\$2,168
Golf		\$1,917
Softball		
	Head	\$3,605
	Assistant	\$1,731
Cheerleading		
	Head	\$1,998
	Assistant	\$1,112
Boys		
Basketball		
	Head	\$6,813
	Assistant	\$3,495
	Freshmen	\$2,195
Baseball		
	Head	\$3,605
	Assistant	\$1,731
Golf		\$1,917
Football		
	Head	\$6,813
	Assistant	\$2,321
	Assistant	\$2,321
	Assistant	\$1,779
	Assistant	\$1,779
Wrestling		
	Head	\$4,162
	Assistant	\$1,805
Co-ed Coaches		
Cross-Country		\$3,458
Track		
	Head	\$3,675
	Assistant	\$1,349
	Assistant	\$1,349
Middle School		
Girls		
Basketball		
	8th Grade	\$1,829
	7th Grade	\$1,829
	6th Grade	\$1,294

Volleyball		
	8th Grade	\$1,349
	7th Grade	\$1,349
	6th Grade	\$694
Cheerleading		
	Middle School (6/7/8)	\$1,065
Softball		
	Head	\$1,250
Boys		
Basketball		
	8th Grade	\$1,829
	7th Grade	\$1,829
	6th Grade	\$1,294
Wrestling		
	Head	\$1,420
	Assistant	\$826
Football		
	Head	\$1,272
	Assistant	\$1,158
	Assistant	\$1,006
Baseball		
	Head	\$1,250
Co-Ed Coaches		
Cross-Country		\$1,216
	Track	
	Head	\$1,575
Assistant		\$683
	Golf	
	Head	\$800
Elementary		
Basketball		
	Boys	\$873
	Girls	\$873

APPENDIX VI

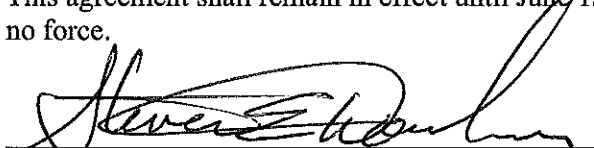
**Memorandum of Understanding between
Wes-Del Community Schools and
The Wes-Del Active Classroom Teachers Organization**

In accordance with 560 IAC 2-8-4, Wes-Del Community Schools (“Board”) and the Wes-Del Active Classroom Teachers Organization (“Association”) enter into this agreement retroactive to January 1, 2021 and continuing through June 1st, 2021.

In the event that any employee represented by the collective bargaining unit of the Association is required to quarantine due to COVID-19, the employees may continue to use the original allotment of Families First Coronavirus Response Act (FFCRA) Leave for up to ten (10) work days for any COVID-related quarantine. Once all FFCRA leave has been exhausted and the employee is required to quarantine as a result of a possible COVID exposure or confirmed COVID exposure as a result of contact in the Wes-Del Community Schools workplace setting or representing the school at an after-school function, the Board shall grant paid leave to cover the duration of the school-related quarantine up to twenty (20) additional days beyond the FFCRA leave. This additional leave shall not be available to cover absences or quarantines for any other reason, including COVID exposure outside of the workplace setting or quarantines ordered as a result of non-school exposure. In the event of hospitalization or longer-term leave in excess of twenty (20) days, the employee would be required to use personal days for 4 consecutive days and the move over to accumulated paid leave days at that point if they are available. Accumulated days would be allowed to be used for a COVID absence when personal days are no longer available as well.

Nothing in this agreement shall be construed to grant any additional leave or benefit. No portion of any FFCRA leave days or additional days provided by the corporation shall be added to the accumulated leave of employees at the end of the agreement. Administrative oversight of this leave is the responsibility of the Board.

This agreement shall remain in effect until June 1st, 2021, at which point it shall expire and be of no force.




President, Board of School Trustees

3/11/21
Date




Secretary, Board of School Trustees

3/11/21
Date



Superintendent of Schools

3/11/21
Date

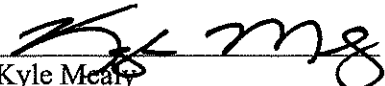


President, Wes-Del Active Classroom Teachers Organization

3/11/21
Date

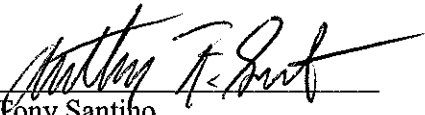
Written Explanation for the Need for the Memorandum of Understanding between Wes-Del Community Schools and the Wes-Del Active Classroom Teacher Organization.

COVID-19 has created unprecedented challenges for school districts and for employees. The requirements for paid leave for the Families First Coronavirus Response Act (FFCRA) expired on December 31, 2020. As a result, this memorandum was created to support our employees represented by the collective bargaining agreement to ensure that employees would be provided paid time off for COVID-19 required quarantine. Under the agreement, Wes-Del Community Schools has agreed to extend the FFCRA original allotment of up to ten (10) days for any COVID-19 related quarantine. Beyond that employees, will be granted up to twenty (20) additional days for a COVID-19 related quarantine due to exposure in the workplace setting only. The memorandum will expire on June 1st, 2021 at which time no COVID pay days will be carried over or added to an employee's accumulated paid days. Together, we feel this agreement helps to support our employees in an unknown and unprecedented time. Under these circumstances, we feel this more than meets the two exceptions that apply to allow for an MOU outside of the bargaining timelines.



Kyle Mealy
Superintendent
Wes-Del Community Schools

3/11/21
Date



Tony Santiho
President
Wes-Del Active Classroom Teachers Organization

3/11/21
Date