

Master Contract for Certified Employees

by agreement between

The Board of School Trustees of
Whitley County Consolidated Schools

and

The Whitley County Teachers Association

Effective

July 1, 2025

to

June 30, 2027

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AGREEMENT BETWEEN WHITLEY COUNTY CONSOLIDATED SCHOOL BOARD AND WHITLEY COUNTY TEACHERS ASSOCIATION

July 1, 2025 - June 30, 2027

I. RECOGNITION

The Board of School Trustees of Whitley County Consolidated Schools, hereinafter referred to as BOARD, hereby recognizes the Whitley County Teachers Association, hereinafter referred to as WCTA, as the exclusive representative of the certified employees, hereinafter referred to as TEACHERS, of the following bargaining unit.

The bargaining unit of the Whitley County Teachers Association, exclusive representative, and Whitley County Consolidated Schools school employer is the following:

All full-time and part-time certified employees of Whitley County Consolidated Schools, except the superintendent, other central office employees, principals, assistant principals, athletic directors, head varsity football coach, head varsity girls' basketball coach, head varsity boys' basketball coach, and other employees who are considered supervisors or confidential employees as defined by IC 20-7.5-1.

DATE OF RATIFICATION

The undersigned attest that the date of this contract ratification was October 20, 2025.

ATTESTATION TO DATES OF PUBLIC HEARING

The undersigned attest to the following:

1. A public hearing was held on **September 17, 2025, at 4:30 p.m.** in compliance with I.C. 20-29-6-1(b), and electronic participation from the parties and/or public was not permitted; and
2. A public meeting was held on **October 6, 2025**, in compliance with I.C. 20-29-6-19 to discuss the tentative agreement. Electronic participation from the governing body and the public was not permitted.
3. A ratification meeting was held on **October 20, 2025**, in compliance with I.C. 20-29-6-19 to take public comment prior to the WCCS Board of School Trustees' vote on ratification of the teacher collective bargaining agreement. Electronic participation from the governing body and public was not permitted.

II. WAGES AND SALARIES

A. Compensation Plan

1. Salary Range for 2025 - 2026: \$46,200 - \$77,850, not including current year increase or TRF contributions.

2. Base Salary Increases

a. General Eligibility

Teachers rated ineffective or improvement necessary in the prior school year are not eligible for any salary increase in the current year.

Teachers rated ineffective or improvement necessary in the prior year remain at that prior year's salary.

Teachers in their first two full school years of instructing students who receive an evaluation rating of improvement necessary are eligible for a salary increase and stipend under the Compensation plan.

To be eligible for a salary increase in the current year, a teacher must have been employed by the school corporation for at least 120 days in the prior school year and received an evaluation rating of highly effective or effective in that year.

b. Factors and Definitions

Evaluation Factor – The teacher received a highly effective or effective evaluation rating for the prior year.

Years of Experience Factor – The teacher must have been employed at least 120 days in the prior year.

Academic Needs Factor is based on the academic needs of students, defined as: assignment of instructional leadership role(s); possession of certification to teach in high needs areas such as special education, high ability, or English as a Second Language; possession of credentials necessary to teach dual credit / AP courses.

For the 25-26 school year, academic needs certifications must be earned prior to November 1, 2025. In future years, certifications must be earned prior to August 1.

Instructional leadership roles include CPI/Behavior Response Team members, District Curriculum Team members, MTSS team leaders, Building Safety committee members, Teacher Team leaders, Teacher Mentors, or other building leadership roles assigned by the administrator.

Instructional Leadership roles will be determined on or before August 1 of the school year.

- c. For the 2025 - 2026 School Year:
 - i. The minimum starting salary will be \$46,200.
 - ii. All eligible teachers who meet the Evaluation Factor will receive a one-time stipend of \$350 and a base increase of \$50.
 - iii. All eligible teachers who meet the Years of Experience Factor will receive a base increase of \$50.
 - iv. All eligible teachers who meet the Academic Needs Factor will receive a base increase of \$50.
- d. The stipends will be payable following the February 1, 2026, count day and will be paid out in the February 27, 2026, payroll.
- e. For the 2026-2027 School Year:
 - i. The minimum starting salary will be \$46,200.
 - ii. All eligible teachers who meet the Evaluation Factor will receive a one-time stipend of \$200.
 - iii. All eligible teachers who meet the Years of Experience Factor will receive a one time stipend of \$200.
 - iv. All eligible teachers who meet the Academic Needs Factor will receive a base increase of \$50.
- f. If enrollment is 3517 students or fewer, as determined by the Fall 2026 ADM count, no stipends for Evaluation Factor or Years of Experience Factor will be paid. For the 2026-2027, the stipends will be payable following the February 1, 2027, count day and will be paid out in the February 27, 2027, payroll.

3. Hiring of New Certified Staff

- a. The initial salary of a candidate for employment shall be established by agreement between the candidate, the superintendent, or the superintendent's designee prior to employment for the candidate.
- b. For the 2025-2026 school year, the placement must be in the salary range of \$46,200 – \$77,850. Once established, the initial salary shall form the basis for future salary increases. The superintendent has the authority to determine the entry step of pay for new teachers using the following criteria:

A new teacher may begin with the base pay of \$46,200 during the 2025 - 2026 school year and with the base pay of \$46,200 during the 2026 – 2027 school year.

The salary of a new teacher with documented previous public school experience may be commensurate in experience and education with other teachers who have similar experience, licensing, and/or education.

To hire a new teacher in a high-need area, the superintendent has the flexibility to offer a higher salary. High need includes, but is not limited to, areas with limited applicants and/or areas that require a high level of training and expertise.

4. Supplemental Payment:

- a. **Content Area Master's Degree**
Teachers who have earned a content-area Master's degree, prior to August 1 of the school year when the change will occur, will receive a one-time salary base increase of \$2,000 as a supplemental payment. This is for informational purposes only and was not bargained for.
- b. **Literacy Endorsement**
Teachers who have earned a literacy endorsement prior to August 1 of the school year when the change will occur will receive a one-time salary base increase of \$100 as a supplemental payment.

B. A Stipend for Additional Coursework to Meet State Requirements

Teachers completing coursework required for “high need” areas, as preapproved by the superintendent or designee, will receive a one-time stipend of \$1000. This stipend only applies if the teacher is not compensated by the school district in any other way. These stipends are provided outside of the compensation plan.

C. Stipends for Additional Work to Meet the Needs of the District

- a. Teachers who participate in committee work, teacher leader positions, and extended school year positions, as preapproved by the superintendent and agreed upon by WCTA, will receive \$30 per hour or \$200 per day for work outside contractual time. These positions will be posted.
- b. Teachers who cover classes due to a shortage of substitute teachers will receive the following compensation:
 - i. High School: Full day is \$66; Half Day is \$35; One class period is \$15.
 - ii. Middle School: Full day is \$66; Half day is \$35; One core class is \$15; One related arts class is \$20; One activities class is \$10.
 - iii. Elementary: Full class for the full day is \$66; Full class for a half day is \$35; Half class for the full day is \$35; Half class for a half day is \$17.50; Third of a class for the full day is \$22.50; Third of a class for a half of a day is \$15; one related arts class is \$10.
 - iv. This is for informational purposes only: Documentation of class coverage must be completed by the participating teacher (certified employee) and authorized by the school principal. The cumulative completed form documenting class coverage for the school year must be submitted to the building principal once in December and once at the end of the year. Compensation totals will be determined by the Business Office.
- c. Teachers who provide instruction for AP and/or dual credit classes will receive \$500 stipend per course title, up to a maximum of \$1000 per year, if they also have at least 50% of the students taking the class pass the required college exam or industry-level certification, and/or receive college and/or industry credit for the course.

D. Less than Full-Time Compensation

Certified employees who are contracted on a less than full-time basis will receive compensation, benefits, and leaves on a pro-rated basis, with the numerator of the

fraction being the number of minutes the part-time teacher is contracted for and the denominator being 450 minutes.

E. Salary Payments

Regular contract salaries for teachers will be paid in twenty-six (26) approximately equal payments at two (2) week intervals for the 2025-2026 school year.

Beginning with the 2026-2027 school year, regular contract salaries for teachers will be paid in twenty-four (24) equal payments with two scheduled payments each month. If a payday falls on a Saturday or Sunday, the direct deposit will be distributed on Friday. If a payday falls on a legal holiday, the direct deposit will be distributed on the business day prior to the holiday.

F. Expanded Criminal History Background Checks

The school corporation agrees to pay the costs associated with obtaining an expanded criminal history background check for a certified employee as required by Ind. Code 20-26-5-10(i) as added by P.L. 185-2017.

G. Contract Re-Opener

If the Fall 2026 enrollment is 3567 students or greater, as determined by the Fall 2026 ADM count, the parties may, by mutual agreement, reopen negotiations to make changes regarding Section II, part A, as a result of the impact of changes in funding. If the Fall 2026 enrollment is 3517 students or fewer, as determined by the Fall 2026 ADM count, no stipends will be paid for the 2026-2027 school year.

III. WAGE AND COMPENSATION RELATED FRINGE BENEFITS

A. Leaves

Each first-year teacher will be granted twelve leave days with pay. Each teacher, year two or beyond, will be granted ten leave days with pay. These days may be used to transact personal business, personal or civic affairs, and for sick leave.

- i. If the teacher is not out due to illness, no more than three (3) days may be taken consecutively.
- ii. Days taken to extend a break, for reasons other than illness, must be requested from building administrators a minimum of two weeks prior to the break or date of the requested day(s). Breaks include fall break, Thanksgiving break, winter break, spring break, and summer break.

- iii. Leave used to extend a break will be charged 1.5 days for every 1 student day used and 1 day for every $\frac{1}{2}$ student day used, regardless of whether the $\frac{1}{2}$ student day is taken in the AM or PM. This includes all days before or after a break. Student, parent, teacher conference day counts as a student attendance day.

Please see the following illustrative examples:

For these examples, winter break begins on December 22 and ends on January 4. December 21 and January 5 are both non-student days.

Example #1: If a teacher requests off December 20 to January 5, the teacher would be charged 1.5 days for December 20, 1 day for December 21, and 1 day for January 5. The total days charged would be 3.5 and the teacher has not exceeded the three-day maximum.

Example #2: If a teacher requests off December 19 to December 21, the teacher would be charged 1.5 days each for December 19 and 20 and 1 day for December 21. The total days charged would be 4 and the teacher has not exceeded the three-day maximum.

- iv. If leave days are used due to illness but extend a break, a doctor's note will be required.
- v. Unused leave days will accumulate and be credited for the teacher's use in future years up to a maximum of ninety (90) days. The allotment of leave days for each current year will be added to each teacher's account at the beginning of each school year so that the number available may be up to ten (10) days above the specific accumulation number listed above.
- vi. If on June 30th, a teacher has more than 90 days on record, the Board will purchase said excess days at \$115 per day. The funds will be placed in the Teacher's 401(a) account by June 30 of that year.

1. Jury Duty

Any teacher selected for jury duty shall be permitted to fulfill that obligation without loss of pay or the use of any available leave days. However, the teacher must provide the corporation with documentation of the amount received for jury service and reimburse the corporation for that amount. Any travel expenses paid to the teacher in connection with jury service are the teacher's to keep and will not be deducted from their pay.

2. Court Appearance

A teacher will receive the necessary time to make required appearances in court proceedings resulting from good faith activities relating to the teacher's assignment with the corporation. Teachers subpoenaed or summoned to appear in court for other matters will be permitted to use leave days or choose a pay loss for time missed due to such proceedings. Such leave days or pay losses shall not be used in less than half-day units.

3. Bereavement Leave

Bereavement leave is time off provided specifically for teachers who experience the loss of a loved one, such as a spouse, child, or other family member. The time is taken to grieve the loss of the person, prepare for and attend a funeral, and attend to any other immediate post-death matters. A teacher must request bereavement leave through Red Rover within 60 days of a loss.

A certified employee may be absent from work with pay for the following:

- Up to five (5) working days because of a death in the employee's immediate family. Immediate family may include the employee's spouse, children, siblings, parents, parents-in-law, grandparents, and grandchildren. In addition, step-children, step-siblings, and step-parents are included as immediate family.
- Up to three (3) working days for the death of a sibling-in-law, child-in-law, or any person living in the employee's residence. In addition, all step-siblings-in-law or step-children-in-law are included.
- Up to one (1) day for the death of a close friend or other relative not listed in the above definition. The maximum allowed for bereavement under this category is two (2) days per year..

The superintendent will retain discretion to review special circumstances and grant additional days when deemed appropriate. This includes, but is not limited to, situations involving stillbirths, miscarriages, or out-of-state arrangements requiring additional time.

4. Parental Leave

A teacher may request an unpaid parental leave of absence to begin at any time between the commencement of pregnancy and one (1) year following the birth of a child, during a period of one (1) year from the date of judicially placed, or adopted child less than five (5) years in age is physically placed in the care of the teacher.

Parental leaves of absence will be governed by the following guidelines:

- i. Parental leaves shall be for a period of time not longer than one (1) year.
- ii. A request for parental leave must contain the expected beginning and ending dates of the leave.
- iii. A request for parental leave must be filed in writing with the superintendent at least thirty (30) days before the date the leave is to begin.

The thirty (30) day notice requirement will be waived upon receipt of certification from an attending physician that a medical emergency caused by the pregnancy exists.

In cases involving adoption or judicial placement, the thirty (30) day notice requirement may be waived, provided notice of the intent to request parental leave because of adoption or judicial placement of a child was filed in writing with the superintendent at the time application for adoption was filed or knowledge of probable placement was received.

- iv. All or any part of a parental leave taken by a teacher because of temporary disability caused by pregnancy may be charged, at her discretion, to her available leave days, provided the attending physician certifies that she is unable to perform her regular teaching duties.
- v. Judicial placement shall refer to court-ordered guardianship.
- vi. Board Policy 3430.01 Family and Medical Leaves of Absence (FMLA) provides direction for leaves.

5. Special Leave

The President of WCTA and/or his/her designee, with the approval of the superintendent or his/her designee, shall be allowed leave days for purposes relating to WCTA affairs without loss of pay or other benefits.

6. Other Leaves for Long-Term Medical / Unpaid Leave

Other leaves, without pay, may be granted by the Board in instances when an employee has exhausted all leave days and FMLA benefits. Such leaves will be administered in accordance with applicable laws and regulations.

Any unpaid leave for certified employees must be approved by the WCCS Board of School Trustees prior to scheduling leave days. These days should be requested only when extenuating circumstances cannot be avoided, such as a once-in-a-lifetime situation/opportunity.

7. Sick Leave Bank

A voluntary sick leave bank shall be maintained for the personal benefit of all teachers who elect to join. The sick leave bank for illness will be regulated by the following conditions and procedures.

- i. The annual enrollment period for new membership in the bank shall close on the twentieth (20th) teacher contract day of each school year. Teachers desiring to voluntarily join the bank may do so during this time frame by submitting written authorization of such to the central office. Teachers employed after the annual enrollment period has closed may join the bank by submitting written authorization of such to the central office no later than the twentieth (20th) contract day of their employment.
- ii. Teachers desiring to have membership in the bank must donate one (1) of their individual personal leave days to the bank each year for five (5) years. A teacher will be considered to be a current member of the sick leave bank if the teacher donated one of the teacher's personal leave days at the beginning of the current year or if the teacher has fulfilled the donation requirements and has not subsequently given notice of the desire to terminate membership.
- iii. The number of days held in the sick leave bank by the district will have a threshold of three hundred fifty (350) days at the start of the 2025-2026 school year and is capped at six hundred (600) days.
- iv. In all the following years, on the last contract day, beginning with the 2026 -2027 school year, when the sick bank days exceed the 600-day cap, the days will be bought back to the 350-day threshold, and the difference in accumulated sick days will be returned to current sick bank members at a rate of \$115 per day. The total payout amount of the days above 350 will be equally distributed among sick leave bank members in the form of a stipend to be paid by June 30th of the current year.
- v. If, at any point in time, the balance of days in the bank is reduced to one hundred (100) days or less, each member of the bank will automatically be assessed one (1) day of personal leave to replenish the bank, unless the member indicates in writing a desire to terminate membership. Written notice of the need to replenish the bank will be given to all members prior

to the assessment being affected. Members desiring to terminate membership must inform the central office in writing within five (5) days after receipt of said notice.

- vi. Membership in the sick leave bank shall be automatically continued from one school year to the next, unless the member indicates in writing his/her election to withdraw from the bank. Such notice of withdrawal must be delivered to the central office during the annual enrollment period or in accordance with the provisions above. Once a member has withdrawn, he/she must follow the procedures for enrollment of new members in order to reestablish membership.
- vii. All sick leave days donated to the bank lose their identity and are considered a permanent contribution.
- viii. A current member of the bank may request a grant from the bank only after all of said member's accumulated leave days have been used. The requesting member must otherwise be eligible for sick leave with pay and must not be receiving any pay from the corporation or through any benefit program provided by the corporation.
- ix. An application for a grant must be made in writing to the Leave Bank Committee and must include a physician's certificate stating the nature and estimated length of disability. The application must be submitted by the member or a personal representative in cases where the member is unable to do so. The application shall be submitted to the Benefits Coordinator, who shall contact the Committee chairperson as soon as possible.
- x. The following situations do not qualify for grants of sick leave bank days: routine non-emergency medical appointments, prolonged illness of family members, and childcare issues.
- xi. The Sick Leave Bank Committee reserves the right to deny an applicant's request due to excessive use of sick leave bank days.
- xii. In each building of the corporation, the WCTA will select a representative to serve on the Sick Leave Bank Committee. Committee representatives will be selected each year, but an individual may serve on the Committee for an unrestricted number of years.
- xiii. The Committee has the right and responsibility to award, deny, or suspend the granting of sick leave days from the bank. The Committee chairperson

shall inform the central office immediately of any decisions made in regard to utilization of the Sick Leave bank. However, this corporation shall retain the right to withhold payments for leave days granted herein if it is determined that a grantee is not eligible as provided in item 1 above.

8. Certified Sick Bank Payout for 2025-2026

WCCS will cap the sick bank at 350 days, effective November 3, 2025. When the balance reaches 600 days, WCCS will purchase days back down to the 350 days threshold.

a. Eligibility:

1. Members of the bargaining unit who have contributed five (5) total days to the sick bank as of November 1, 2025, shall be eligible for payout as a one-time stipend.
2. Any member of the bargaining unit who elects to donate one to five sick days to the sick bank to reach five (5) total days contributed may do so prior to November 1, 2025, and become eligible for payout as a one-time stipend.
3. If current sick leave bank members choose not to add the additional sick days (up to 5) by November 1, 2025, they may continue to remain an eligible member of the sick bank without receiving the initial payout stipend.

b. Payout and Distribution for 2025-2026 school year:

1. WCCS shall purchase all accumulated sick bank days above three hundred fifty (350) days at \$115 per day.
2. The total dollar amount of the buyback shall be distributed in the form of a one-time stipend to eligible certified staff by December 19, 2025, payroll.
3. The stipend shall be divided equally among all eligible members of the bargaining unit as long as the appropriate number of days have been contributed.
4. The following calculation will be utilized: Total # of days in the sick bank, less 350 days, as of November 2, 2025, divided by the total # of certified staff who belong to the sick bank, having contributed five (5) total days multiplied by \$115.

9. Leave if School Canceled

No teacher will be required to use a day of leave provided by this contract when school is cancelled for more than fifty percent (50%) of a regularly scheduled contract day.

B. Insurance Benefits

1. Medical Insurance

The corporation shall provide the following maximum amounts toward the premium cost of medical insurance for each teacher enrolled in the group health insurance program established for Whitley County Consolidated Schools. Each teacher may participate in the group medical insurance mutually agreed upon by the Board and WCTA, provided enrollment requirements are fulfilled.

Teachers may choose between a preferred provider option and a high deductible plan. If a teacher chooses the high deductible plan, \$1500 per year for a single plan or \$3000 per year for a family plan will be contributed to a Health Savings Account in the name of the teacher.

In all cases, the corporation's contribution toward the cost of insurance premiums shall not exceed the actual cost of the premium, less one dollar (\$1.00). Married couples who are both certified employees of the school corporation may select two single health plans or one family health plan.

Maximum Corporation Contribution 2025 -2027

Single Plan – 77% of a managed deductible care plan

Family Plan – 77% of a managed deductible care plan

For married couples who are both certified employees of the school corporation and select one family health plan, employees will pay their portion of the premium equal to two single health care plans.

2. Dental Insurance

The corporation will contribute the total cost towards a single Dental plan for each teacher, minus one dollar. Any teacher wishing to participate in a Family Dental plan will be responsible for the remainder of the cost. The dental plan and provider shall be mutually agreed upon by the Board and WCTA.

3. Vision Insurance

The corporation will contribute the total cost towards a single Vision plan for each teacher, minus one dollar. Any teacher wishing to participate in a Family Vision plan will be responsible for the remainder of the cost. The vision plan and provider shall be mutually agreed upon by the Board and WCTA.

4. Section 125

The corporation shall pay the fees to allow teachers to participate in a Section 125 flexible benefits program, including withholding of applicable insurance premiums, unreimbursed medical expenses, and dependent care expenses before calculation of tax withholding.

5. Life Insurance

The corporation will pay the premium cost, less one dollar (\$1.00), for group term life insurance in the face amount of fifty thousand dollars (\$50,000.00) for each teacher. Each teacher may choose to add either an additional Twenty-Five Thousand Dollars (\$25,000.00) or Fifty-Thousand dollars (\$50,000.00) in coverage at the teacher's own expense. Dependent life insurance will be offered to teachers with a premium paid for by the teacher. The plan and provider shall be mutually agreed upon by the Board and WCTA.

6. Workers' Compensation Insurance

All certified staff members are covered under Workers' Compensation while on the job. Any teacher who is injured while on duty may be entitled to compensation for medical expenses and loss of wages due to the injury. However, in no case shall a teacher receive compensation for medical expenses paid for through a group medical insurance plan, nor compensation for wages while receiving regular pay or pay through a sick leave provision.

Any injury suffered as a result of the teacher's employment must be reported immediately to the building principal or direct supervisor.

If medical attention is needed, the employee must report to the medical facility designated by the Director of Business and Operations. Failure to comply could result in a fifty-dollar fine by the Worker's Compensation Board, which becomes the responsibility of the employee. Any teacher who qualifies to file a claim for compensation under this insurance program should seek assistance from the central office.

- i. During the first seven calendar days of an accident, the employee will use available leave days to receive full compensation. If the employee does not have seven leave days, any available leave days will be used, with the balance being unpaid leave.
- ii. After calendar day seven, if still on Worker's Compensation Insurance, the employee will receive full pay, and the corporation will receive the check from Worker's Compensation.

- iii. The employee is expected to cooperate fully with the medical facility supplied by the corporation. Failure to follow the orders and directions of the medical facility could be considered insubordination on the part of the employee. Upon return to work, follow-up appointments and therapy sessions are expected to be kept. Absence for said follow-up appointments and sessions will be charged to the employee's leave day account if available. If leave days are not available, the employee will be docked for the missed work time. Employees are strongly encouraged to schedule said appointments and sessions outside of normal work hours.
- iv. All employees receiving Worker's Compensation Insurance on the job injury must notify a supervisor as soon as possible of the injury and ensure that the appropriate forms and paperwork are completed fully and submitted to the corporation's central office in a timely fashion.

7. Long Term Disability

The corporation will pay the premium cost, less one dollar (\$1.00), for long-term disability insurance for all teachers. This plan and provider shall be mutually agreed upon by the Board and WCTA.

C. Retirement Benefits

1. Eligibility

To be eligible for retirement, the teacher's years of service to WCCS, added to their age, must equal at least 70 or qualify with normal unreduced retirement from The Indiana State Teachers Retirement Fund, and have 15 years with WCCS.

2. State Teacher Retirement Fund (TRF)

The Board shall pay the teacher's contribution equal to 3% of the salary to the Indiana State Teachers' Retirement Fund.

3. Teacher Retirement 401(a) Account

- a. If an individual teacher is contributing a sum of 1% of his/her salary into his/her individual 403(b) plans, the Board will pay a matching sum of 2% of the teacher's salary into an individual teacher's retirement 401(a) account.

- b. The contributions shall be vested with the individual teacher upon the individual teacher's completion of ten (10) years of service with the school corporation.
- c. The Board will cause to be paid annually into an individual teacher's 401(a) account the accumulated leave day reimbursement beyond ninety (90) days. If on June 30th, a teacher has more than 90 days on record, the Board will purchase said days for \$115 per day and place this amount into the teacher's 401(a) account by June 30 of that year.

4. VEBA

Effective July 1, 2023, no additional contribution will be made toward a VEBA account. VEBA accounts active at the end of the 2022 - 2023 school year will remain active without further contributions made by WCCS.

Teachers with active VEBA accounts are eligible to access his/her VEBA account. The teacher's years of service to WCCS, added to his/her age, must equal at least 70, or the teacher must qualify with normal unreduced retirement from the Indiana State Teacher Retirement Fund and have 15 years with WCCS. The purpose of the VEBA account is to be used for health-related services.

Teachers employed on a regular teacher contract by WCCS prior to 2002 received lump sum payments to their VEBA accounts. Teachers in this group forfeit their VEBA if they leave WCCS before they are eligible. Forfeited funds are then reallocated into the remaining VEBA members' accounts in that group.

5. Continuity of Coverage

Teachers, and their spouses if applicable, will be allowed to remain in the Corporation's group medical, dental and vision insurance plans if coverage was in place at the time of retirement. Coverage may continue until the retiree becomes eligible for health benefits under Part A of the Medicare Act, provided the retiree pays the full cost of the insurance premium on a timely basis. The retiree's individual VEBA account (if any) may be used to pay the insurance premium. Dependent children are not eligible for continued coverage under this provision.

D. Grievance Procedure

This Grievance Procedure governs how grievances alleged by Teachers or the Exclusive Representative will be processed.

1. Definitions for the Procedures

- i. A "Grievance" is any alleged violation of this Agreement.
- ii. A "Teacher" is any person in the bargaining unit covered by this Agreement.

- iii. An “aggrieved party” is a Teacher or group of Teachers with a common Grievance.
- iv. A “day” when used in this Article shall refer to a Teacher work day. During the summer recess the term “day” shall mean weekdays (Monday through Friday).

2. General Provisions

- i. Nothing herein shall be construed as limiting the right of any Teacher or Exclusive Representative from proceeding independently of this Procedure.
- ii. The Grievant may be accompanied by a member of the Exclusive Representative of the WCTA at all levels of the Procedure.
- iii. The Whitley County Consolidated School Corporation may be represented at all levels of the Grievance Procedure.
- iv. The Grievant may not add allegations or submit additional evidence after Step One unless the superintendent determines that the allegation or evidence was either not known or not available to the Grievant at the time.
- v. The time limits specified may be extended by mutual agreement of the Grievant and the superintendent.
- vi. The Grievant shall forfeit all right to use the Procedure by skipping any steps.
- vii. In the event that the Principal or superintendent fails to follow the Procedure set below, the Grievant will automatically be allowed to pursue the next step of the Grievance Procedures.
- viii. Time limits herein apply to Teachers on leave of absence, other than sick leave, as if such Teachers were present and working.
- ix. No reprisal of any kind shall be taken by or against any participant in the Grievance Procedure by reason of such participation.
- x. All documents, communications, and records dealing with the processing of Grievance shall be filed separately from the personnel file of the participant and will not be valid bases for evaluation.
- xi. All steps of the Grievance Procedure shall be conducted outside of school hours when students are in attendance, excluding situations mutually agreed upon.
- xii. All steps not advanced from Step One to the next within the time limits provided to the Teacher shall be deemed resolved by the answer at the previous step.
- xiii. This Procedure supersedes and cancels all previous Grievance policies or Procedures, and constitutes the entire Procedure for the processing of Grievances.
- xiv. Termination of a certified contract is not grievable.

3. Procedure

Step One:

Within fifteen days of the time the Grievant first knew or should have known of the act or condition upon which the Grievance is based, the Grievant must meet with the Principal to discuss the Grievance. The Grievance must be in writing when presented. This informal meeting should be during non-teaching hours, and should be between the Grievant, Principal, and the Grievant's Exclusive Representative, if requested. The Principal must respond to the Aggrieved Party in writing within fifteen days of the meeting.

Step Two:

The Grievant may appeal the Principal's response within 5 days of receipt. The appeal shall be in writing and include: the name of the Grievant, the particular provision of this Agreement at issue, details of the act or condition at issue, the Principal's response, and any rebuttal to the Principal's response. The appeal shall be filed with the superintendent, and a copy provided to the Principal.

Within ten days of receiving the Grievance, the superintendent may hold a meeting to investigate facts, allegations, exhibits and remedy requested. Within ten days of such meeting, the Superintendent shall respond and answer the Grievance submitted in writing. If no meeting is held during this step, the superintendent shall respond within ten days of filing at this step.

Step Three:

If the Grievant is not satisfied with the superintendent's response at Step Two; he/she must file a written appeal to the Board not later than ten days after receiving the superintendent's response. The Board Level Grievance shall be heard in executive session the day of a regularly scheduled Board meeting if such meeting is to be held within thirty days and appropriate public notice can be given in advance. In the event that such meeting is not held within such time line, the Board or its designated representative and the Grievant(s) and the Grievant's Exclusive Representative, if requested, shall mutually establish a date and time for such hearings within the thirty days. The Board or its designated representatives' written answer shall be transmitted to the Grievant and/or Grievant's Exclusive Representative within ten days after the meeting and attached to the Grievance. The Board's decision shall be final and binding.

APPENDIX A

Extended Contract Positions

The listed positions and days were not bargained but included merely for informational purposes. Extended contracts are paid at the base rate on each individual teacher's daily rate.

<u>Position</u>	<u>Maximum Additional Days</u>
Agriculture – HS (2)	15
Agriculture – MS (2)	15
Family and Consumer Science	5
Innovation and Media Services Specialist	5
Guidance – HS (3)	8
Guidance Director – HS	18
Radio Station Manager	10
School Psychologist	10
Activities Director – MS	15
Summer Band – HS	10
Summer Show Choir – HS	10

The superintendent must approve all additional days after a proposed schedule has been submitted using the process determined by the corporation.

APPENDIX B

Extra-Curricular Activities Schedule – The new pay schedule begins on July 1, 2025, Portions of this appendix unrelated to wages have not been bargained, and are included for informational purposes only.

POSITION CCHS	ECA Pay 2025/2026	ECA Pay 2026/2027
Academic Competitions 1	\$1384	\$1384
Academic Competitions 2	\$1384	\$1384
Academic Competitions 3	\$1384	\$1384
Academic Competitions 4	\$1384	\$1384
Academic Competitions 5	\$1384	\$1384
Academy Council	\$860	\$860
Academy Council	\$860	\$860
Academy Council	\$860	\$860
Academy Council	\$860	\$860
Academy Council	\$860	\$860
Academy Council	\$860	\$860
Afterschool Supervision	\$860	\$860
B.P.A. 1	\$1384	\$1384
B.P.A. 2	\$1384	\$1384
Baseball	\$5239	\$5239
Baseball Assistant 1	\$3150	\$3150
Baseball Assistant 2	\$3150	\$3150
Basketball Asst. Coach 1	\$5164	\$5164
Basketball Asst. Coach 2	\$5164	\$5164
Basketball Asst. Coach 1	\$5164	\$5164
Basketball Asst. Coach 2	\$5164	\$5164
Basketball Frosh Coach	\$4722	\$4722
Basketball Frosh Coach	\$4722	\$4722
Cheer BB Assistant Var/JV	\$1756	\$1756
Cheer BB Var/JV	\$2983	\$2983
Cheer FB Assistant Var/JV	\$1756	\$1756
Cheer FB Var/JV	\$2983	\$2983
Choral - Show Choir - Vocal	\$6165	\$6165
Choral Asst. -Show Choir-Vocal	\$4977	\$4977
Choral Show Choir – Choreography	\$1766	\$1766
Circle of Friends	\$860	\$860
Concessions Manager	\$3731	\$3731
Cross Country Asst. Coach	\$2685	\$2685
Cross Country Coach	\$5164	\$5164
Detention/Evening/ Saturday AM	\$1600	\$1600
Dramatics Assistant 1	\$1000	\$1000
Dramatics Assistant 2	\$1000	\$1000
Dramatics Director 1	\$1500	\$1500
Dramatics Director 2	\$1500	\$1500

Dramatics Musical Dir.	\$1000	\$1000
Dramatics Vocal Coach	\$600	\$600
eSports	\$860	\$860
eSports	\$860	\$860
F.E.A. Club 1	\$860	\$860
F.E.A. Club 2	\$860	\$860
F.F.A. Club 1	\$1384	\$1384
F.F.A. Club 2	\$1384	\$1384
F.C.C.L.A. Club 1	\$1384	\$1384
F.C.C.L.A. Club 2	\$1384	\$1384
Football Asst. Coach 1	\$5154	\$5154
Football Asst. Coach 2	\$5154	\$5154
Football Asst. Coach 3	\$5154	\$5154
Football Asst. Coach 4	\$5154	\$5154
Football Frosh Coach 1	\$3256	\$3256
Football Frosh Coach 2	\$3256	\$3256
Forensics - Debate	\$5250 Head Speech/Debate	\$5250 Head Speech/Debate
Forensics - Speech	\$3725 Asst Speech/Debate	\$3725 Asst Speech/Debate
Golf Coach	\$3600	\$3600
Golf Coach	\$3600	\$3600
Golf Asst Coach	\$2065	\$2065
Golf Asst Coach	\$2065	\$2065
Key Club	\$860	\$860
Marching Band	\$6165	\$6165
Marching Band Assistant	\$4977	\$4977
National Honor Society	\$860	\$860
Other Clubs #1	\$860	\$860
Other Clubs #2	\$860	\$860
Other Clubs #3	\$860	\$860
Other Clubs #4	\$860	\$860
Prom Sponsor 1	\$1000	\$1000
Prom Sponsor 2	\$1000	\$1000
Radio Station Manager	\$5250	\$5250
Robotics	\$1400	\$1400
Robotics	\$1400	\$1400
Science Olympiad	\$1384	\$1384
Science Olympiad	\$1384	\$1384
Soccer Asst. Coach	\$2821	\$2821
Soccer Asst. Coach	\$2821	\$2821
Soccer Coach	\$5164	\$5164
Soccer Coach	\$5164	\$5164
Softball Asst. Coach 1	\$3150	\$3150
Softball Asst. Coach 2	\$3150	\$3150
Softball Coach	\$5239	\$5239
Freshman Softball	\$2551	\$2551
Spell Bowl	\$1384	\$1384
Student Council - HS 1	\$1123	\$1123
Student Council - HS 2	\$1123	\$1123

Summer Supervisor - BB - Girls 1	\$510	\$510
Summer Supervisor - BB - Girls 2	\$510	\$510
Summer Supervisor - BB - Girls 3	\$510	\$510
Summer Supervisor - BB - Boys 1	\$510	\$510
Summer Supervisor - BB - Boys 2	\$510	\$510
Summer Supervisor - BB - Boys 3	\$510	\$510
Summer Supervisor - Football 1	\$510	\$510
Summer Supervisor - Football 2	\$510	\$510
Summer Supervisor - Football 3	\$510	\$510
Summer Supervisor - Football 4	\$510	\$510
Swim	\$5164	\$5164
Swim Assistant	\$2685	\$2685
Tennis Asst. Coach	\$2065	\$2065
Tennis Asst. Coach	\$2065	\$2065
Tennis Coach	\$3600	\$3600
Tennis Coach	\$3600	\$3600
Track Asst. Coach 1	\$2821	\$2821
Track Asst. Coach 2	\$2821	\$2821
Track Asst. Coach 1	\$2821	\$2821
Track Asst. Coach 2	\$2821	\$2821
Track Coach	\$5405	\$5405
Track Coach	\$5405	\$5405
Unified Track	\$3036	\$3036
Unified Track Asst	\$1565	\$1565
Volleyball Asst. Coach	\$3647	\$3647
Volleyball Asst. Coach	\$3647	\$3647
Volleyball Coach	\$5405	\$5405
Volleyball Coach	\$5405	\$5405
Volleyball Frosh Coach	\$2947	\$2947
Winter Guard	\$2000	\$2000
Winter Guard Choreographer	\$1600	\$1600
Wrestling Asst. Coach 1 Boys	\$3386	\$3386
Wrestling Asst. Coach 2 Boys	\$3386	\$3386
Wrestling Asst Coach 1 Girls	\$3386	\$3386
Wrestling Asst Coach 2 Girls (if Girls Wrestling Coach cannot be found.)	\$3386	\$3386
Wrestling Coach	\$5164	\$5164
Wrestling Coach Girls	\$5164	\$5164
Yearbook - HS 1	\$4000 (one position)	\$4000 (one position)
COESSE		
Robotics	\$1000	\$1000
Student Council	\$860	\$860
Unnamed 1	\$860	\$860
Unnamed 2	\$860	\$860
Unnamed 3	\$860	\$860
Unnamed 4	\$860	\$860
Yearbook - Elem	\$900	\$900

ISMS		
Academic Superbowl 1	\$1384	\$1384
Academic Superbowl 2	\$1384	\$1384
Activities Coordinator	\$5800	\$5800
Basketball Coach 1	\$2770	\$2770
Basketball Coach 1	\$2770	\$2770
Basketball Coach 2	\$2770	\$2770
Basketball Coach 2	\$2770	\$2770
Basketball Coach 3	\$2770	\$2770
Basketball Coach 3	\$2770	\$2770
Basketball Coach 4	\$2770	\$2770
Basketball Coach 4	\$2770	\$2770
Middle School Cheer	\$2096	\$2096
Middle School Cheer	\$2096	\$2096
Choral - Swing Choir	\$1840	\$1840
Cross Country Coach	\$1910	\$1910
Cross Country Coach	\$1910	\$1910
Drama 1	\$1200	\$1200
Drama 2	\$1200	\$1200
eSports	\$860	\$860
FFA	\$860	\$860
FFA (with more than 15 students)	\$860	\$860
Football Coach 1	\$2555	\$2555
Football Coach 2	\$2555	\$2555
Football Coach 3	\$2555	\$2555
Football Coach 4	\$2555	\$2555
Football Coach 5	\$2555	\$2555
Football Coach 6	\$2555	\$2555
Golf	\$1384	\$1384
Golf	\$1384	\$1384
Robotics	\$1500	\$1500
Soccer Coach 1	\$2048	\$2048
Soccer Coach 1	\$2048	\$2048
Soccer Coach 2	\$2048	\$2048
Soccer Coach 2	\$2048	\$2048
Spell Bowl	\$1384	\$1384
Student Council 1	\$860	\$860
Student Council 2	\$860	\$860
Swim Coach 1	\$1758	\$1758
Swim Coach 2	\$1758	\$1758
Tennis Coach	\$1384	\$1384
Track Coach 1	\$2065	\$2065
Track Coach 1	\$2065	\$2065
Track Coach 2	\$2065	\$2065
Track Coach 2	\$2065	\$2065
Tuesday Night Supervision 1	\$1925	\$1925
Unnamed 1-	\$860	\$860

Unnamed 2-	\$860	\$860
Unnamed 3-	\$860	\$860
Unnamed 4-	\$860	\$860
Unnamed 5-	\$860	\$860
Volleyball Coach 1	\$2492	\$2492
Volleyball Coach 2	\$2492	\$2492
Volleyball Coach 3	\$2492	\$2492
Volleyball Coach 4	\$2492	\$2492
Wrestling Coach 1	\$2106	\$2106
Wrestling Coach 2	\$2106	\$2106
Wrestling Coach 3	\$2106	\$2106
Yearbook 1	\$1542	\$1542
MARY RABER		
Robotics	\$1000	\$1000
Student Council	\$860	\$860
Unnamed 1	\$860	\$860
Unnamed 2	\$860	\$860
Unnamed 3	\$860	\$860
Unnamed 4	\$860	\$860
Yearbook – Elem	\$900	\$900
NORTHERN HEIGHTS		
Robotics	\$1000	\$1000
Student Council	\$860	\$860
Unnamed 1	\$860	\$860
Unnamed 2	\$860	\$860
Unnamed 3	\$860	\$860
Unnamed 4	\$860	\$860
Yearbook - Elem	\$900	\$900
LITTLE TURTLE		
Robotics	\$1000	\$1000
Student Council	\$860	\$860
Unnamed 1	\$860	\$860
Unnamed 2	\$860	\$860
Unnamed 3	\$860	\$860
Unnamed 4	\$860	\$860
Yearbook - Elem	\$900	\$900
SUMMER PROGRAMS		
Driver's Ed. Coordinator	\$1422	\$1422
Driver's Education Driver	\$31 per hour	\$31 per hour

APPENDIX C

Professional Growth Compensation

The compensation for Professional Growth Credit falls under IC 2-28-9-1.5(a). Compensation attributable to additional degrees or graduate credits earned before the effective date of the local salary schedule created under this chapter shall continue.

Until August 1, 2002, teachers were compensated for each semester hour, or group of 15 CRUs, taken after the receipt of the Bachelor's degree plus 30 additional semester hours at the rate of .002 times the beginning Bachelor's salary, limited to a maximum of 30 hours. It is understood that one semester hour is equivalent to 15 CRUs.

Effective August 1, 2002, no additional accumulation of professional growth credit will occur. Teachers who previously qualified for Professional Growth Credit will continue to be compensated at the 2015-2016 capped amount of .002 times \$32,399 times the number of semester hours that qualify until said teacher retires or leaves the corporation.

The CBA was ratified by both parties IN WITNESS WHEREOF the parties have executed this agreement, attested by the signatures below, this 20th day of October, 2025.

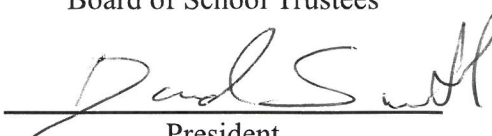
Whitley County
Teachers' Association

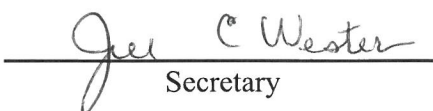
BY: 
Co-President

BY: 
Co-President

BY: 
Bargaining Team Member

Whitley County
Consolidated Schools
Board of School Trustees

BY: 
President

BY: 
Secretary

BY: 
Superintendent of Schools

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