



Collective Bargaining Agreement

Between

Warsaw Community Education Association

And

Warsaw Community Schools

July 1, 2025 — June 30, 2027

Association Ratification Date: November 3, 2025

Board Ratification Date: November 11, 2025

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Article I: Definitions

A. Agreement

Agreement means this Agreement between the Board of School Trustees of Warsaw Community Schools and the Warsaw Community Education Association, effective July 1, 2025 to June 30, 2027.

B. Association

Association means the Warsaw Community Education Association

C. Board

Board means the Board of School Trustees of Warsaw Community Schools.

D. Corporation

Corporation means Warsaw Community Schools.

E. Teacher

Teacher means any certificated employee included in the Collective Bargaining Unit as defined in Article II of this Agreement.

F. Part-Time Teacher

Part-time teacher means any certificated employee included in the Collective Bargaining Unit as defined in Article 2 of this Agreement who is contracted to work less than a full school day or fewer than five days per week. Any part-time teacher contracted to work less than $\frac{3}{7}$ (0.43) of a full-time equivalent (FTE) does not qualify for fringe benefits.

Article II: Recognition

The Board hereby recognizes the Warsaw Community Education Association as the exclusive representative of all teachers in the following bargaining unit:

All certificated teachers under contract to Warsaw Community Schools, excluding all Central Office Administrators, Principals, Assistant Principals, Director of Special Services, Assistant Director of Special Services, Athletic Director, Career Center Principal/Director, Assistant Career Center Director, Special Services Employees (other than Special Education Coordinators and Speech Language Pathologists), Substitute Teachers, Attendance Officer, Confidential Employees, Employees performing security work, and all other supervisors, as defined by IC 20-29-2.

Article III: Terms of the Agreement

The terms of this Agreement shall be in full force and effect from July 1, 2025 through June 30, 2027. Teachers on extended contracts shall be paid according to their contracts as executed.

Article IV: Paid Leave

A. Sick Leave

Each full-time teacher and qualifying part-time teacher shall receive ten (10) days of sick leave each contract year. Teachers may accumulate up to 185 days of sick leave, including the current year's distribution.

Teachers shall use sick leave in either half-day (0.5) or full-day (1.0) increments.

Teachers may use sick leave for illness, accidents, medical appointments, or quarantine. Teachers may also use up to ten (10) days of sick leave per contract year to care for immediate family members who are ill, scheduled for a medical appointment, or quarantined. For purposes of this provision, "immediate family" shall include a teacher's spouse, children or stepchildren, parents or stepparents, grandparents, mother-in-law or father-in-law, grandchildren, brothers or sisters, brothers-in-law or sisters-in-law, sons-in-law or daughters-in-law, spouse's grandparents, spouse's grandchildren, aunts or uncles, or any other person living in the teacher's home.

Teachers employed to teach regular academic subjects during summer school shall be allowed to use accumulated sick leave at the rate of one half-day (0.5) for each absence. The Corporation shall assign a substitute teacher in place of the absent teacher.

Teachers who separate from employment with the Corporation shall forfeit all unused sick leave days. If a teacher is rehired by the Corporation, the teacher's forfeited sick leave shall be restored and available for use in accordance with the sick leave provisions.

B. Sick Leave Bank

The Board and the Association agree to continue a voluntary Sick Leave Bank subject to the following terms, conditions, and procedures.

1. Participation

The Sick Leave Bank is open to all full-time teachers covered by this Agreement.

2. Structure

(a) The bank is formed by voluntary participation and voluntary donations of sick leave days.

- (b) A teacher who does not voluntarily donate one (1) sick leave day is not eligible to receive benefits from the Sick Leave Bank.
- (c) Participants will donate one (1) day of sick leave only once unless the bank is depleted to 30 days. If the bank is depleted to 30 days, each participating teacher will be assessed one (1) sick leave day to replenish the fund. Participating teachers who do not have any remaining sick leave days available to contribute to the bank shall be allowed to continue to participate in the program but will be assessed one (1) sick leave day once they receive a new distribution of sick leave days. Teachers in their first year of participation in the program are exempt from donating additional sick leave days if the bank is depleted to 30 days.
- (d) The Sick Leave Bank will be open for enrollment for new participants for 30 days following the first teacher workday of the new school year.
- (e) Teachers new to the program may participate by donating one (1) sick leave day within 30 days of the first teacher workday of the new school year.
- (f) Retirees may voluntarily donate up to ten (10) days of their unused sick leave to the bank.
- (g) All donated sick leave days lose their identity.
- (h) The bank will be a continuous year-to-year entity.
- (i) The administration of the bank will be vested in the Sick Leave Bank Committee.

3. Use of Sick Leave Bank

- (a) Application of Need:
 - i. Teachers enrolled in the Sick Leave Bank may apply for a distribution of sick leave days to be used for their own medical condition or disability or to care for a spouse, a child, a stepchild, an adopted child, a foster child, or another dependent living in the teacher's household in need of care for a medical condition or disability.
 - ii. Written application by the teacher or a member of the teacher's family shall be submitted to the Chairperson of the Sick Leave Bank Committee, and the application shall include a physician's certificate or other approved medical documentation stating the nature of the condition or disability, the length of absence necessitated by the condition or disability, and the prognosis of the condition or disability.
 - iii. All medical information concerning the applicant shall be held in strict confidence by the Sick Leave Bank Committee.
- (b) Procedure:

- i. Applicants must have been donating members of the Sick Leave Bank prior to the time of need.
- ii. Applications will be acted upon by the Sick Leave Bank Committee, and the Chairperson shall inform the applicant in writing of the Committee's decision within five (5) days following the Committee's decision.
- iii. The Chairperson shall inform the Corporation's Business Department of all decisions to grant sick leave days to applicants.
- iv. Applicants must use all accumulated sick leave days before their applications will be acted upon by the Committee.
- v. The Committee may grant up to 30 days of sick leave per teacher per contract year. If recommended by the Committee, the Board may approve up to 30 days of additional sick leave to an applicant.

(c) Repayment of Loan:

- i. Recipients who remain employed by the Corporation shall repay their used sick leave days at a minimum rate of three (3) sick leave days per contract year until their loan is repaid. Recipients may repay more than three (3) sick leave days in a contract year by contacting the Corporation's Business Department.
- ii. If a recipient separates from employment with the Corporation before repaying their used sick leave days, the Corporation shall transfer any of the recipient's unused sick leave days to the bank to repay all or some of the recipient's outstanding balance.
- iii. Recipients who retire or become totally disabled before repaying their used sick leave days shall be exempt from repayment of their outstanding balance.

C. Personal, Emergency Leave

Each full-time teacher and qualifying part-time teacher shall receive three (3) days of personal leave each contract year for the transaction of personal business.

Teachers shall use personal leave in either half-day (0.5) or full-day (1.0) increments.

Requests for the use of personal leave shall be denied if the requested days are adjacent to a holiday or school break. Under unique circumstances and upon written request by a teacher, the Human Resources Department in consultation with the Superintendent may approve the use of personal leave on days adjacent to a holiday or school break.

At the end of the contract year, unused personal leave days shall convert to and accumulate as sick leave days. Upon request to the Corporation's Business Department, teachers may be compensated for unused personal leave days in one of the following ways:

- (a) Teachers may be paid the daily substitute teacher rate for their unused personal leave days.
- (b) Teacher may convert their unused personal leave days to "emergency leave" days.

Teachers who have accumulated 185 sick leave days shall automatically be compensated for their unused personal leave days at two times the daily substitute teacher rate.

Teachers may use "emergency leave" days for personal sick leave, family sick leave, bereavement, professional development, or other circumstances which constitute an emergency. Emergency leave days may not be used for vacation leave, and all personal leave days must be used before emergency leave days are used.

Whenever possible, teachers must submit a written request to the Human Resources Department before they may use emergency leave days.

D. Bereavement Leave

In the event of a death of an immediate family member, each full-time teacher and qualifying part-time teacher shall receive up to five (5) days of bereavement leave within 60 calendar days of the family member's death. "Immediate family" shall include a teacher's spouse, children or stepchildren, parents or stepparents, grandparents, mother-in-law or father-in-law, grandchildren, brothers or sisters, brothers-in-law or sisters-in-law, sons-in-law or daughters-in-law, spouse's grandparents, spouse's grandchildren, aunts or uncles, or any other person living in the teacher's home.

Teachers shall receive one (1) day of bereavement leave for any family members not included in the definition of the immediate family.

The Human Resources Department in consultation with the Superintendent may approve the use of additional bereavement leave days when needed.

E. Maternity Leave

Maternity leave shall be granted to teachers in accordance with Indiana law and the Family and Medical Leave Act (FMLA).

In addition to leave provided by Indiana law and FMLA, a teacher may request up to six (6) months of unpaid maternity leave following the birth of a child. The six-month period shall run concurrently with any FMLA leave entitlement and shall not extend the total duration of leave beyond six (6) months.

A teacher on maternity leave may use up to 30 days of accumulated sick leave during the absence. If a teacher on maternity leave is not medically released to return after using 30 days of accumulated sick leave, the teacher may use additional accumulated sick leave days during the extended absence.

Teachers planning to take maternity leave shall provide 30 days' written notice to the Human Resources Department unless such notice is not possible due to medical circumstances or other emergencies. The notice should include the anticipated start and end dates of the leave of absence.

The Human Resources Department in consultation with the Superintendent may approve an extension of a maternity leave when needed.

F. Parental Leave

A teacher who becomes a parent to a newborn child but is not the birthing parent may use up to 10 days of accumulated sick leave following the birth of the child.

Teachers planning to take parental leave shall provide 30 days' written notice to the Human Resources Department unless such notice is not possible due to medical circumstances or other emergencies. The notice should include the anticipated start and end dates of the leave of absence.

Teachers may also be entitled to leave in accordance with FMLA. A teacher's parental leave under this provision shall run concurrently with any FMLA leave entitlement.

G. Adoption Leave

A teacher who legally adopts a child may use up to 30 days of accumulated sick leave to care for the adopted child.

For domestic adoptions, all adoption leaves shall commence on the date that the child is placed with the teacher. For international adoptions, all adoption leave shall commence on the date that the teacher leaves the United States to gain custody of the adopted child.

Teachers may also be entitled to leave in accordance with FMLA. A teacher's adoption leave under this provision shall run concurrently with any FMLA leave entitlement.

H. Foster, Guardianship Leave

Each full-time teacher and qualifying part-time teacher shall be entitled to use up to two (2) sick leave days each contract year for legal proceedings or placements of foster children within the teacher's home.

Requests for the use of foster, guardianship leave shall be denied if the requested days are adjacent to a holiday or school break. Under unique circumstances and upon written request by a teacher, the Human Resources Department in consultation with the Superintendent may approve the use of foster, guardianship leave days adjacent to a holiday or school break.

I. Legal Leave

A teacher required to serve jury duty or subpoenaed to appear in court for school-related matters will receive standard compensation for the absence. Any payment that the teacher receives for jury duty shall be remitted to Warsaw Community Schools.

J. College Visitation, Graduation Leave

Each full-time teacher and qualifying part-time teacher shall be entitled to use up to two (2) sick leave days each contract year to visit a prospective college or university with an immediate family member or to attend the graduation of an immediate family member. For purposes of this section, “immediate family” shall include a teacher’s spouse, children, or stepchildren.

Requests for the use of college visit or graduation leave shall be denied if the requested days are adjacent to a holiday or school break. Under unique circumstances and upon written request by a teacher, the Human Resources Department in consultation with the Superintendent may approve the use of college visit or graduation leave days adjacent to a holiday or school break.

Article V: Insurance Benefits

A. Health Insurance

1. Eligibility

Each full-time teacher and part-time teacher contracted to work $\frac{3}{7}$ (0.43) of a full-time equivalent (FTE) or more is eligible to enroll in the Corporation’s health insurance plan.

Teachers enrolled in the Corporation’s health insurance plan shall pay 20% of the total cost of the premium of the plan they elect. All eligible part-time teachers may enroll in the Corporation’s “Employee Only” plan at the same cost as full-time teachers. Part-time teachers may enroll their eligible dependents in the Corporation’s health insurance plan, but the Corporation’s contribution will be multiplied by the part-time teacher’s FTE. Part-time teachers shall be required to pay the increased, prorated premium.

Any teacher hired after July 31, 1999 cannot enroll a spouse in the Corporation’s health insurance plan if the spouse is eligible for group health insurance under a plan offered by another employer. Any teacher’s spouse who was enrolled in the Corporation’s health insurance plan prior to August 1, 1999 may maintain coverage under the plan’s eligibility provisions.

2. Plan Options

Plan Basics	HSA Plan 1	HSA Plan 2
Deductible Individual Family	\$3,400 \$6,400	\$5,000 \$10,000
Coinsurance Member Pays Plan Pays	20% 80%	20% 80%
Out-of-Pocket Maximum Individual Family	\$5,200 \$10,400	\$6,650 \$13,300

- (a) The Corporation's health insurance plans are health savings account (HSA) plans. Each plan participant may contribute pre-tax earnings to a personal HSA to be used for qualifying medical expenses.
- (b) Teachers enrolled in the Corporation's health insurance plan shall pay 20% of the total cost of the premium of the plan they elect.
- (c) For teachers enrolled in the Employee Only health plan, the Corporation will contribute \$500 annually to teachers' HSAs. For teachers enrolled in the Family health plan, the Corporation will contribute \$1,000 annually to teachers' HSAs.

B. Dental, Vision Insurance

1. Eligibility

Each full-time teacher and part-time teacher contracted to work 3/7 (0.43) of a full-time equivalent (FTE) or more is eligible to enroll in the Corporation's dental insurance plan and vision insurance plan.

C. Long-Term Disability Insurance

The Corporation shall provide long-term disability (LTD) insurance to each full-time teacher and part-time teacher contracted to work 3/7 (0.43) of a full-time equivalent (FTE) or more. The LTD coverage shall provide teachers 60% of their monthly earnings up to \$6,500 after 90-180 days of a disabling condition due to an accident or illness.

D. Life Insurance

The Corporation shall provide \$45,000 in life insurance to each full-time teacher and part-time teacher contracted to work 3/7 (0.43) of a full-time equivalent (FTE) or more.

Article VI: Compensation

A. 2025-2026 Compensation Plan

1. Salary Range

At the beginning of the 2025-2026 school year, the base salaries of returning full-time teachers ranged from **\$47,200** to **\$79,304**.

After 2025-2026 base salary increases, the salary range for teachers is **\$49,000** to **\$81,304**.

2. Factors, Definitions, and Distributions

(a) **Year of Experience:** To be eligible for the salary increase attributed to the Year of Experience factor, teachers must have been employed by Warsaw Community Schools for at least 120 school days during the 2024-2025 school year. **Teachers who satisfy the Year of Experience factor shall receive 2025-2026 base salary increases as follows:**

- i. Teachers with 1 to 9 years of experience = \$1,000
- ii. Teachers with 10 to 28 years of experience = \$1,500
- iii. Teachers with 29 years of experience or more = \$1,000

(b) **Evaluation:** To be eligible for the salary increase attributed to the Evaluation factor, teachers must have been employed by Warsaw Community Schools for at least 120 school days during the 2024-2025 school year and received a final evaluation rating of Highly Effective or Effective for the 2024-2025 school year. **Teachers who satisfy the Evaluation factor shall receive \$1,000 added to their 2025-2026 base salaries.**

(c) **Academic Needs:** Academic Needs is defined as teachers who have newly attained Indiana's "Literacy Endorsement." To be eligible for the salary increase attributed to the Academic Needs factor, teachers must have attained their Literacy Endorsement on or before December 31, 2025. **Teachers who satisfy the Academic Needs factor shall receive \$500 added to their 2025-2026 base salaries.**

3. Compliance with Statutory Requirements

(a) **Total Possible Base Salary Increase for 2025-2026:** Teachers who satisfy all three factors used for 2025-2026 base salary increases shall receive a 2025-2025 base salary increase ranging from \$2,500 to \$3,000—\$1,000 or \$1,500 for Experience, \$1,000 for Evaluation, and \$500 for Academic Needs.

- (b) **50% Limitation on Education and Experience Factors:** The maximum possible 2025-2026 base salary increase attributed to the Experience factor is \$1,500, which is 50% of the total possible base salary increase for 2025-2026. The Education factor was not used for 2025-2026 base salary increases.
- (c) **10% Minimum Requirement for Academic Needs Factor:** Academic Needs is defined as teachers who have newly attained Indiana’s “Literacy Endorsement.” The base salary increase attributed to the Academic Needs factor is \$500, which is 16.67% of the total possible base salary increase for 2025-2026.
- (d) **Salary Differential for Literacy Endorsement:** Teachers who have newly attained Indiana’s Literacy Endorsement shall receive \$500 added to their 2025-2026 base salaries.

4. Conditional Retention Stipend

At the end of the 2026 Fiscal Year, the Superintendent—with approval of the Board of School Trustees—may consider issuing a one-time retention stipend to eligible teachers if the Education Fund revenues exceed the Education Fund expenditures—including all curricular material expenses—by at least \$500,000.00. In determining whether to issue the retention stipend and the amount thereof, the Superintendent shall consider the following factors:

- (a) The extent to which the Education Fund revenues exceeded the expenditures
- (b) Whether the Corporation met or exceeded the Indiana requirement to expend 65% of its Education Fund revenue on teacher compensation

The decision to issue the retention stipend and the amount of the stipend will be determined by the Superintendent in June 2026. If issued, the stipend shall be paid to teachers who satisfy the evaluation factor as defined in subsection B of this article. Part-time teachers shall receive a stipend based on their full-time equivalent (FTE). Any such stipend shall be issued as a one-time, nonrecurring payment and shall not be added to teachers’ base salaries.

5. Supplemental Payment for Teachers Who Have Newly Obtained a Master’s Degree

Teachers who have newly obtained a master’s degree after July 1, 2024 and before June 30, 2025 shall receive a one-time base salary increase of \$3,000 as a supplemental payment pursuant to IC 20-28-9-1.5(a). This supplemental payment was not bargained and is included in this Agreement for informational purposes only.

6. Salaries for Newly Hired Teachers

The Superintendent shall determine the starting salaries of newly hired teachers within the following salary placement bands based on the teachers’ years of experience, educational

attainment, and content certification. Teachers licensed in a position of critical need may be offered a starting salary up to an additional \$5,000 over the applicable salary placement band.

2025-2026 Salary Placement Schedule	
Years of Experience	Salary Band
0-5	\$49,000-\$54,800
6-10	\$50,100-\$56,236
11-15	\$52,578-\$60,909
16+	\$54,128-\$81,304

B. 2026-2027 Compensation Plan

1. Salary Range

At the beginning of the 2026-2027 school year, the base salaries of returning full-time teachers ranged from **\$49,000** to **\$81,304**.

After 2026-2027 base salary increases, the salary range for teachers is **\$50,000** to **\$82,504**.

2. Factors, Definitions, and Distributions

- (a) **Year of Experience:** To be eligible for the salary increase attributed to the Year of Experience factor, teachers must have been employed by Warsaw Community Schools for at least 120 school days during the 2025-2026 school year. **Teachers who satisfy the Year of Experience factor shall receive \$600 added to their 2026-2027 base salaries.**
- (b) **Evaluation:** To be eligible for the salary increase attributed to the Evaluation factor, teachers must have been employed by Warsaw Community Schools for at least 120 school days during the 2025-2026 school year and received a final evaluation rating of Highly Effective or Effective for the 2025-2026 school year. **Teachers who satisfy the Evaluation factor shall receive \$600 added to their 2026-2027 base salaries.**
- (c) **Academic Needs:** Academic Needs is defined as teachers who have newly attained Indiana’s “Literacy Endorsement.” To be eligible for the salary increase attributed to the Academic Needs factor, teachers must have attained their Literacy Endorsement on or after January 1, 2026 and before June 30, 2026 and not already received a base salary increase for attaining a Literacy Endorsement. **Teachers who satisfy the Academic Needs factor shall receive \$500 added to their 2026-2027 base salaries.**

3. Compliance with Statutory Requirements

- (a) **Total Possible Base Salary Increase for 2026-2027:** Teachers who satisfy all three factors used for 2026-2027 base salary increases shall receive a total of \$1,700 added to their 2026-2027 base salaries—\$600 for Experience, \$600 for Evaluation, and \$500 for Academic Needs.

- (b) **50% Limitation on Education and Experience Factors:** The maximum possible 2026-2027 base salary increase attributed to the Experience factor is \$600, which is 35.29% of the total possible base salary increase for 2026-2027. The Education factor was not used for 2026-2027 base salary increases.
- (c) **10% Minimum Requirement for Academic Needs Factor:** Academic Needs is defined as teachers who have newly attained Indiana’s “Literacy Endorsement.” The base salary increase attributed to the Academic Needs factor is \$500, which is 29.41% of the total possible base salary increase for 2026-2027.
- (d) **Salary Differential for Literacy Endorsement:** Teachers who have newly attained Indiana’s Literacy Endorsement shall receive \$500 added to their 2026-2027 base salaries.

4. Conditional Retention Stipend

At the end of the 2027 Fiscal Year, the Superintendent—with approval of the Board of School Trustees—may consider issuing a one-time retention stipend to eligible teachers if the Education Fund revenues exceed the Education Fund expenditures—including all curricular material expenses—by at least \$500,000.00. In determining whether to issue the retention stipend and the amount thereof, the Superintendent shall consider the following factors:

- (a) The extent to which the Education Fund revenues exceeded the expenditures
- (b) Whether the Corporation met or exceeded the Indiana requirement to expend 65% of its Education Fund revenue on teacher compensation

The decision to issue the retention stipend and the amount of the stipend will be determined by the Superintendent in June 2027. If issued, the stipend shall be paid to teachers who satisfy the evaluation factor as defined in subsection B of this article. Part-time teachers shall receive a stipend based on their full-time equivalent (FTE). Any such stipend shall be issued as a one-time, nonrecurring payment and shall not be added to teachers’ base salaries.

5. Supplemental Payment for Teachers Who Have Newly Obtained a Master’s Degree

Teachers who have newly obtained a master’s degree after July 1, 2025 and before June 30, 2026 shall receive a one-time base salary increase of \$3,000 as a supplemental payment pursuant to IC 20-28-9-1.5(a). This supplemental payment was not bargained and is included in this Agreement for informational purposes only.

6. Salaries for Newly Hired Teachers

The Superintendent shall determine the starting salaries of newly hired teachers within the following salary placement bands based on the teachers’ years of experience, educational

attainment, and content certification. Teachers licensed in a position of critical need may be offered a starting salary up to an additional \$5,000 over the applicable salary placement band.

2026-2027 Salary Placement Schedule	
Years of Experience	Salary Band
0-5	\$50,000-\$56,000
6-10	\$51,300-\$57,436
11-15	\$53,778-\$62,109
16+	\$55,328-\$82,504

C. Extracurricular Positions, Compensation

Compensation paid to teachers for extracurricular positions and other ancillary duties is set forth in Appendix A. The specific positions, number of position assignments, and all other assignment parameters were established exclusively by the Corporation; only the compensation paid to teachers serving in the extracurricular positions was bargained by the Corporation and Association.

Article VII: Grievance Procedure

A. Purpose

It is the policy of the Board and the Association that all grievances be resolved informally and at the earliest possible stage of this grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use. Informal settlements at any stage of the procedure shall bind the immediate parties to the settlement but shall not necessarily be established precedents in future grievance proceedings.

B. Definitions

1. Grievance

Grievance means any alleged violation of the provisions of this Agreement or any dispute regarding the interpretation or application of the provisions of this Agreement.

2. Teacher

Teacher means any certificated employee included in the Collective Bargaining Unit as defined in Article II of this Agreement.

3. Aggrieved Party

Aggrieved party means any teacher or group of teachers who has submitted a grievance.

C. Grievance Procedure

- (a) Before submission of a formal, written grievance, the aggrieved party—along with Association representation—shall inform its immediate supervisor of the grievance and attempt to resolve the grievance informally.
- (b) If the grievance is not resolved informally, the aggrieved party shall submit its formal, written grievance to the building principal. The written submission shall include the aggrieved party, the provisions of this Agreement that were violated or improperly applied, the time and place where the violation occurred, the person responsible for denying the provisions of this Agreement, and the redress sought by the aggrieved party.
- (c) A grievance shall be deemed waived unless it is submitted within 20 days after the aggrieved party or the Association knew or should have known of the events or conditions on which the grievance was based.
- (d) The Association may submit a grievance that involves a group or class of teachers. If the grievance is not limited to one school or building principal, the Association shall submit the grievance to the Superintendent.

Article VIII: Term of the Agreement

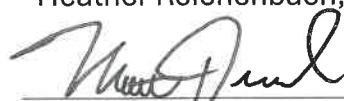
A. Attestations

- (a) This Agreement shall be effective July 1, 2025 through June 30, 2027.
- (b) This Agreement was tentatively agreed upon by the Association and Corporation on October 30, 2025, and this Agreement was ratified by the Association on November 3, 2025. This Agreement was ratified by the Board on November 11, 2025 and is entered into on this date by and between the Board of School Trustees of Warsaw Community Schools and the Warsaw Community Education Association.
- (c) A public hearing was held in compliance with IC 20-29-6-1(b) on September 22, 2025, and participation by Warsaw Community Schools, the Warsaw Community Education Association, and the public was in person; electronic participation was not permitted.
- (d) A public meeting was held in compliance with IC 20-29-6-19 on November 7, 2025 to discuss the Tentative Agreement, and electronic participation was not permitted.

This Contract is so attested on November 11, 2025 by the Board of School Trustees of Warsaw Community Schools and the Warsaw Community Education Association.

Board of School Trustees of Warsaw Community Schools


Heather Reichenbach, Board President

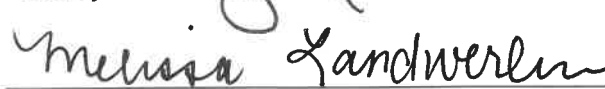

Matt Deuel, Board Secretary


David Hoffert, Superintendent

Warsaw Community Education Association


Daniel Graney, Association President


Sandy McClellan, Association Vice President


Melissa Landwerlen, Association Communications Director

Appendix A: Extracurricular Compensation

A. Extracurricular Positions

WARSAW COMMUNITY HIGH SCHOOL			
Extracurricular Position	Group	Assignments	Pay Schedule
Academic Coach	10	4	All Year
Academic Super Bowl Coach	10	1	All Year
Art Club Sponsor	10	1	All Year
Band Director	15	1	All Year
Band, Assistant Director	4	1	All Year
Baseball, Boys Varsity Coach	2	1	Spring
Baseball, Boys Varsity Assistant Coach	4	2	Spring
Baseball, Boys Freshman Coach	5	1	Spring
Basketball, Boys Varsity Coach	1	1	All Year
Basketball, Boys Varsity Assistant Coach	3	3	All Year
Basketball, Boys Freshman Coach	5	1	Winter
Basketball, Boys Freshman Assistant Coach	6	1	Winter
Basketball, Girls Varsity Coach	1	1	All Year
Basketball, Girls Varsity Assistant Coach	3	3	All Year
Basketball, Girls Freshman Coach	5	1	Winter
Basketball, Girls Freshman Assistant Coach	6	1	Winter
Business Professionals of America Sponsor	7	2	All Year
Cheerleading, Varsity Coach	3	1	Fall, Winter
Cheerleading, Varsity Assistant Coach	5	1	Fall, Winter
Cheerleading, Freshman Coach	6	1	Fall, Winter
Choir Director	3	1	All Year
Club or Activity Sponsor, Principal Discretion	11	#	Extra Earnings
Color Guard Director	4	1	Extra Earnings
Concessions, Junior Class Sponsor	7	1	All Year
Creative Writing Club Sponsor	10	1	All Year
Cross Country, Boys Varsity Coach	2	1	Fall
Cross Country, Boys Varsity Assistant Coach	4	2	Fall
Cross Country, Girls Varsity Coach	2	1	Fall
Cross Country, Girls Varsity Assistant Coach	4	2	Fall
Department Coordinator A	14	#	All Year
Department Coordinator B	14	#	All Year
Department Coordinator C	14	#	All Year
FCCLA Sponsor	6	1	All Year
Football, Varsity Coach	1	1	All Year
Football, Varsity Assistant Coach	3	7	Fall
Football, Freshman Coach	5	1	Fall
Football, Freshman Assistant Coach	6	1	Fall
Football, Unified Varsity Coach	8	1	Fall
Football, Unified Varsity Assistant Coach	9	1	Fall
French Club Sponsor	10	1	All Year
German Club Sponsor	10	1	All Year

Golf, Boys Varsity Coach	3	1	Spring
Golf, Boys Varsity Assistant Coach	5	1	Spring
Golf, Girls Varsity Coach	3	1	Fall
Golf, Girls Varsity Assistant Coach	5	1	Fall
Graduation Coach	5	4	All Year
Gymnastics, Varsity Coach	3	1	Winter
Gymnastics, Varsity Assistant Coach	5	1	Winter
JROTC Sponsor	6	1	All Year
Junior Classical League Sponsor	10	1	All Year
Math Club Sponsor	10	2	All Year
Musical Director	7	1	All Year
Natatorium Director	6	1	All Year
National Honor Society Sponsor	6	2	All Year
Newspaper Sponsor	5	1	All Year
Orchestra Director	5	1	All Year
Percussion Director	4	1	Extra Earnings
Play Director	4	1	All Year
Play, Assistant Director	7	1	All Year
Prom, Junior Class Sponsor	9	1	All Year
Robotics Club Sponsor	11	#	Extra Earnings
SADD Club Sponsor	10	1	All Year
Soccer, Boys Varsity Coach	2	1	Fall
Soccer, Boys Varsity Assistant Coach	4	2	Fall
Soccer, Boys Freshman Coach	5	1	Fall
Soccer, Girls Varsity Coach	2	1	Fall
Soccer, Girls Varsity Assistant Coach	4	2	Fall
Soccer, Girls Freshman Coach	5	1	Fall
Softball, Girls Varsity Coach	2	1	Spring
Softball, Girls Varsity Assistant Coach	4	2	Spring
Spanish Club Sponsor	10	1	All Year
Speech, Varsity Coach	6	1	Winter
Speech, Varsity Assistant Coach	8	1	Winter
Student Council Sponsor	6	3	All Year
Swimming, Boys Varsity Coach	2	1	Winter
Swimming, Boys Varsity Assistant Coach	4	1	Winter
Swimming, Girls Varsity Coach	2	1	Winter
Swimming, Girls Varsity Assistant Coach	4	1	Winter
Tennis, Boys Varsity Coach	3	1	Fall
Tennis, Boys Varsity Assistant Coach	5	1	Fall
Tennis, Girls Varsity Coach	3	1	Spring
Tennis, Girls Varsity Assistant Coach	4	1	Spring
Thespians Club Sponsor	10	1	All Year
Track, Boys Varsity Coach	2	1	Spring
Track, Boys Varsity Assistant Coach	4	3	Spring
Track, Girls Varsity Coach	2	1	Spring
Track, Girls Varsity Assistant Coach	4	3	Spring
Track, Unified Varsity Coach	8	1	Spring

Track, Unified Varsity Assistant Coach	9	2	Spring
Volleyball, Boys Varsity Coach	3	1	Spring
Volleyball, Boys Varsity Assistant Coach	5	1	Spring
Volleyball, Girls Varsity Coach	2	1	Fall
Volleyball, Girls Varsity Assistant Coach	5	2	Fall
Volleyball, Girls Freshman Coach	5	1	Fall
Weightlifting and Conditioning Coach	9	1	All Year
Winter Guard Director	6	1	Extra Earnings
Wrestling, Boys Varsity Coach	2	1	Winter
Wrestling, Boys Varsity Assistant Coach	4	2	Winter
Wrestling, Girls Varsity Coach	3	1	Winter
Wrestling, Girls Varsity Assistant Coach	5	1	Winter
Yearbook Sponsor	5	1	All Year
WARSAW MIDDLE SCHOOLS			
Extracurricular Position	Group	Assignments	Pay Schedule
Band Director	5	2	All Year
Basketball, Boys 7th Grade Coach	6	2	Winter
Basketball, Boys 8th Grade Coach	6	2	Winter
Basketball, Girls 7th Grade Coach	6	2	Winter
Basketball, Girls 8th Grade Coach	6	2	Winter
Cheerleading, 7th-8th Grade Coach	7	2	Fall, Winter
Choir Director	6	2	All Year
Club or Activity Sponsor, Principal Discretion	11	#	Extra Earnings
Cross Country, 7th-8th Grade Coach	6	2	Fall
Football, 7th-8th Grade Coach	6	4	Fall
Football, 7th Grade Assistant Coach	7	2	Fall
Football, 8th Grade Assistant Coach	7	2	Fall
Graduation Coach	5	2	All Year
Robotics Club Sponsor	11	#	Extra Earnings
Soccer, 7th Grade Coach	6	2	Spring
Soccer, 8th Grade Coach	6	2	Spring
Student Council Sponsor	9	2	All Year
Track, Boys 7th Grade Coach	6	2	Spring
Track, Boys 8th Grade Coach	6	2	Spring
Track, Girls 7th Grade Coach	6	2	Spring
Track, Girls 8th Grade Coach	6	2	Spring
Vocal Music Director	6	2	All Year
Volleyball, 7th Grade Coach	6	2	Fall
Volleyball, 8th Grade Coach	6	2	Fall
Wrestling, 7th-8th Grade Coach	6	2	Winter
Wrestling, 7th-8th Grade Assistant Coach	7	2	Winter
Yearbook Sponsor	9	2	All Year
WARSAW ELEMENTARY SCHOOLS			
Extracurricular Position	Group	Assignments	Pay Schedule
Basketball, Boys Elementary Coach	8	8	Winter
Basketball, Girls Elementary Coach	8	8	Winter
Cheerleading, Elementary Coach	7	8	Winter

Club or Activity Sponsor, Principal Discretion	11	#	Extra Earnings
Cross Country, Boys Elementary Coach	9	8	Fall
Cross Country, Girls Elementary Coach	9	8	Fall
Robotics Club Sponsor	11	#	Extra Earnings
Soccer, Elementary Coach	8	8	Fall
Track, Boys Elementary Coach	8	8	Spring
Track, Girls Elementary Coach	8	8	Spring
Volleyball, Girls Elementary Coach	8	8	Fall
WARSAW COMMUNITY SCHOOLS			
Extracurricular Position	Group	Assignments	Pay Schedule
Response to Intervention (RTI) Team Chair	12	11	All Year
Response to Intervention (RTI) Team Member	13	44	All Year

1. Years of Experience in Extracurricular Positions

The Corporation shall credit a teacher with prior experience in an extracurricular position if the teacher served in the position within the Corporation, if the teacher served in the position or a similar position with a different school corporation, or if the teacher served in an assistant position in the same activity.

The Corporation shall ultimately determine how many years of experience a teacher will be credited when assigned to a position.

2. Clubs or Activities at the Principal's Discretion

Teachers who wish to establish a club or an activity of interest that develops students' knowledge and skills may submit a written request to their building principal. The procedure for submitting a written request is as follows:

- (a) Each school shall have a committee comprised of the principal and three teachers. The principal shall appoint one (1) teacher to the committee, and the teacher will appoint the other two (2) committee members.
- (b) Teachers who wish to establish a club or activity shall submit a written request to the committee that includes the following information:
 - i. The activity or club to be offered and the group of students to be served
 - ii. The knowledge and skills that students will develop by participating in the activity or club
 - iii. The specific meetings and events in which the students will participate
 - iv. The begin and end dates of the activity or club and approximate number of hours the teacher expects to spend sponsoring the activity or club
- (c) The committee shall determine whether to approve the club.

B. Extracurricular Compensation

1. Groups 1-10

Group	0-3 Years of Experience	4+ Years Experience
1	\$12,563	\$14,706
2	\$4,181	\$5,181
3	\$3,501	\$4,348
4	\$2,801	\$3,501
5	\$2,128	\$2,801
6	\$1,515	\$2,128
7	\$1,251	\$1,778
8	\$930	\$1,251
9	\$755	\$1,076
10	\$428	-

2. Group 11

Extracurricular Position	Location	Hourly Rate	Annual Cap per Location
Club or Activity Sponsor, Principal Discretion	Warsaw Community High School	\$12.50	\$2,520
	Warsaw Area Career Center	\$12.50	\$2,520
	Warsaw Middle Schools	\$12.50	\$4,375
	Gateway Education Center	\$12.50	\$2,520
	Warsaw Elementary Schools	\$12.50	\$3,750
Robotics Club Sponsor	Warsaw Area Career Center	\$12.50	\$1,250
	Warsaw Middle Schools	\$12.50	\$1,250
	Warsaw Elementary Schools	\$12.50	\$1,250

3. Groups 12-13

Extracurricular Position	Compensation
Response to Intervention (RTI) Chair	\$929
Response to Intervention (RTI) Member	\$679

4. Group 14

Extracurricular Position	0-3 Years Experience	4+ Years Experience	Compensatory Time
Department Coordinator A	\$1,251	\$1,778	Additional Prep Period
Department Coordinator B	\$930	\$1,251	Additional Prep Period
Department Coordinator C	-	-	Additional Prep Period

5. Group 15

Extracurricular Position	0-3 Years of Experience	4+ Years Experience
Band Director	\$8,695	\$11,180

6. Extracurricular Payment Schedule

Extracurricular positions shall be paid in accordance with the following schedule:

Pay Schedule	Distribution of Compensation
All Year	Compensation shall be distributed equally over teacher's annual pays
Fall	Compensation shall be distributed equally from the 1st pay of the year through the 7th pay
Winter	Compensation shall be distributed equally from the 8th pay of the year through the 14th pay
Spring	Compensation shall be distributed equally from the 15th pay of the year through the 20th pay
Extra Earnings	Compensation shall be paid through submission of a "pink extra-earnings form."

A teacher may request that their extracurricular compensation be distributed equally over their annual pays if the teacher's position is not categorized as "All Year."

C. Compensation for Ancillary Duties

1. Curriculum Development Rate

The Corporation shall pay teachers \$20.00/hour for curriculum development or curriculum planning as approved by the Superintendent.

Curriculum development work is considered an ancillary duty, and it is worked assigned in addition to teachers' regular teaching responsibilities.

2. In-House Substitute Teacher Rate

The Corporation shall pay teachers \$25 per prep period each time they substitute teach for an absent teacher.

The Corporation shall pay teachers \$50 if they assume an additional class of students for a half (0.5) day, and the Corporation shall pay teachers \$100 if they assume an additional class of students for a full (1.0) day.

In-house substitute teaching is considered an ancillary duty, and it is worked assigned in addition to teachers' regular teaching responsibilities.

3. Pay for Advanced Placement, Dual Credit, Project Lead the Way Training

If approved by the Corporation, teachers participating in Advanced Placement, Dual Credit, or Project Lead the Way training may receive a stipend of \$100 for a day of training. A day of training is at least six (6) hours; the stipend shall be prorated if the training lasted fewer than six (6) hours.

4. Reimbursement for Expanded Criminal History Check Renewals

The Board requires that an expanded criminal history check be conducted every five (5) years for employees who are likely to have direct, ongoing contact with children within the scope of their

employment. Teachers shall pay for the costs associated with the expanded criminal history check renewals, and the Corporation may reimburse teachers for the costs of their renewals.

5. Rate for Other Duties Assigned

The Corporation shall pay teachers \$20.00/hour for other assigned ancillary duties, including but not limited to after-school detention, lesson planning, grading or reporting student work, preparing or monitoring Individualized Education Programs (IEPs) or Individual Learning Plans (ILPs), or other ancillary duties that the Corporation approves and assigns.