

2025-2026

AGREEMENT

between

the

WESTVIEW SCHOOL CORPORATION



and

WESTVIEW EDUCATION ASSOCIATION



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41 **AGREEMENT RATIFICATION**

42 This agreement is made and entered into at Topeka, Indiana, on this 19th day of December 2025,  
43 between the Westview Board of Education, and the Westview Education Association. This agreement is  
44 so attested to by the parties whose signatures appear below:

45 Westview Education Association

46  
47 BY: Les Hively

48 Co-President – Les Hively

49  
50 BY: Mike Brown

51 Co-President – Mike Brown

52  
53 BY: Molly Manns

54 Chief Negotiator – Molly Manns

55  
56 BY: Amanda Hostetler

57 Member – Amanda Hostetler

58

59 Westview Board of Education

60

61 BY: \_\_\_\_\_

62 President – Keith Lambright

63  
64 BY: Chad Bender

65 Vice President – Chad Bender

66

67 BY: Carrie Schrock

68 Secretary – Carrie Schrock

69

70 BY: Charles Christner

71 Member – Charles Christner

72

73 BY: \_\_\_\_\_

74 Member – Tobey Schwartz

## 75 **RECOGNITION**

76  
77 The Westview Education Association is hereby recognized by the Westview School Corporation,  
78 Topeka, Indiana, as the exclusive bargaining agent for all certified employees except its  
79 superintendent, corporation wide directors, principals, athletic director, speech language  
80 pathologist for the purposes of bargaining collectively and discussing as prescribed and defined  
81 in P.L. 217, 1973 Acts of the Indiana General Assembly.  
82

## 83 **TERMS OF THE AGREEMENT**

- 84  
85 I. The terms of this agreement shall begin July 1, 2025 and terminate June 30, 2026 with the  
86 following exceptions:  
87  
88 A. Contract items related to wages and salary mutually agreed upon by the Westview  
89 Education Association and the Westview School Corporation may be jointly reviewed at  
90 times and places convenient to both parties.  
91  
92 B. Both parties agree to discuss health and dental insurance if the insurance committee  
93 would recommend any changes to the health plan that could impact the terms in this  
94 contract. In the event discussions result in a memorandum of understanding (MOU),  
95 IEERB rules and procedures regarding MOU's will be followed."  
96  
97 II. Public hearing – August 27, 2025 and Public meeting – December 16, 2025  
98  
99 A. The public hearing and meeting were held in-person. The governing body and the public  
100 were not given the option to participate in the public hearing or public meeting by means  
101 of electronic communication.  
102

## 103 **GRIEVANCE PROCEDURE**

- 104  
105 I. Section I – Definition  
106  
107 A “grievance” is a claim by one or more teachers of an alleged violation of the terms of this  
108 negotiated agreement.  
109  
110 II. Section II – Procedure  
111  
112 A. – Informal  
113  
114 This grievance procedure is not intended to affect the normal communications between the  
115 building principal and the teacher regarding any problems. It is expected that any problem,  
116 or potential problem, would first be discussed by the teacher with the building principal  
117 within 10 days of the first time the grievant knew or reasonably should have known of the  
118 problem (grievance).  
119  
120 B. – Formal  
121

Step I

Within fifteen (15) calendar days of this first time that the grievant knew, or reasonably should have known, of the grievance, if the grievance has not been resolved by the aforementioned "Informal" procedure, see Section II – A, the grievant shall present the grievance in writing to the building principal involved. The grievant shall (a) state the facts giving rise to the grievance, (b) identify the specific provision of the aforementioned documents alleged to be violated, (c) state his or her contentions with respect to the grievance, and (d) indicate the specific relief requested. Said letter shall be signed by the grievant. At the option of the grievant, an additional copy of this letter may be given to the appropriate representative of the W.E.A. within five (5) calendar days after receipt of the written grievance. The building principal shall answer the grievant in writing. If this written answer does not resolve the grievance then:

Step II

Within five (5) calendar days of the receipt of the aforementioned written answer, the grievant may address a letter of appeal, which shall include copies of all the aforementioned relevant documents to the Westview Superintendent of Schools. The superintendent shall then schedule a personal conference with the grievant at a time no later than ten (10) days following his receipt of this appeal. At the option of the grievant, representatives of the W.E.A. may be present at this conference and the superintendent shall have the right to have present at this conference the building principal involved and other witnesses who may be helpful in establishing the facts in the case. Within five (5) calendar days after the conclusion of this conference, the superintendent shall send a written response to the grievant. If this written reply does not resolve the grievance, then:

Step III

Within five (5) calendar days after the date of the receipt of the superintendent's aforementioned response, the grievant shall notify the superintendent in writing that an appeal will be made to the Westview Board of Education. Said appeal shall be in writing and directed to the president of the Westview Board of Education, and in this letter there shall be included copies of all the aforementioned documents which may be pertinent or relevant to the case as well as a request for hearing at the next regular meeting of the board.

The president of the board shall notify the grievant that such a hearing has been placed on the agenda of the next regular meeting of the board and that the grievant may, at his or her discretion, have legal counsel and representatives of the W.E.A. who may be heard at the scheduled hearing. The board shall answer the grievant in writing within fifteen (15) calendar days of this hearing. The decision of the board is final.

If there is a failure at any step to communicate the decision on a written grievance within the specified time limit, it shall be ample evidence that the grievant's claim is justified and the Board shall grant the grievant the remedy he or she is seeking.

If the grievant does not advance from one step to the next within the time limits herein specified, then the grievance shall be deemed resolved by the answer at the previous step.

All written communications herein specified shall be sent by certified or registered mail or hand delivered with time, date and signature of employee and school representatives on a receipt. Time limits stated herein may be extended only by mutual agreement and said agreements must be in writing and signed by both parties.

## **PLACEMENT OF TEACHERS INTO THE SALARY RANGE**

The Westview School Board will determine the beginning wages of certified employees not currently working at Westview and such wages shall fall between the minimum and maximum of the negotiated range. All benefits and raises will be determined by this agreement.

## **SALARY AND WAGE PROVISIONS**

- I. Both parties agree that salaries and wages to be affected by this agreement are accurately reflected in the Westview salary range, \$48,650.00 to \$78,900.00 (see Certified Teacher Salary Range table) and the Westview extra-curricular pay schedules, attached at the end of this document.
- II. No teachers rated ineffective or needs improvement based on the teacher evaluation instrument shall receive a raise except teachers who have not yet completed two full years of teaching per IC 20-28-9-1.5(g). Any money for increases that would otherwise have gone to teachers rated ineffective or improvement necessary must be redistributed to eligible teachers as a salary increase in the compensation model.
- III. No more than 50% of any calculation used to determine a raise for the bargaining unit will be based on years of experience and education.
- IV. Junior or senior high school teachers teaching a 7/6 load shall be reimbursed an additional 1/6 of their base contract.
- V. Remuneration for the ancillary duty of in-house teacher substitution and coverage of study hall and noon supervision, at the teacher's discretion, shall be in the form of ½ day of additional sick leave for each three (3) class hours of substitution or \$16.50 per class hour covered.
- VI. Employees will be paid their daily rate (base salary divided by 185) for extra teaching days on the contract.
- VII. An index system based on \$48,650.00 will be utilized to determine the extra-curricular pay. Schedule attached.
- VIII. The board may award up to a total of \$10,000.00 in discretionary stipends to effective teachers with no individual receiving more than a \$200.00 stipend.
- IX. For a new sport/activity, the salary/ies will be proportionate based on the number of scheduled activities of the sport/activity most similar, (one day will be one activity; i.e. when there are two or three-way activities in one day, this will count as one activity), as discussed

with the W.E.A. When the sport/activity achieves a full schedule according to the building principal, it will receive a full-negotiated extra-curricular salary.

## FRINGE BENEFITS

Both parties agree that the salary and wage-related fringe benefits to be affected by this agreement are reflected in Salary & Wage Provisions, and that the same shall remain in force during the period of this agreement.

### I. HEALTH AND DENTAL INSURANCE

Upon his or her request and completed application, the employee is eligible to choose from three (3) different single or family group dental, health and medical insurance plans.

For the calendar year beginning January 1, 2025, the annual contribution for single subscribers choosing the group dental, health and medical insurance paid by Westview School Corporation will be according to the below table. In addition, the corporation will contribute to a VEBA (HRA) plan annually according to the below table. The premium amount will change if the cost of the premium decreases or increases. The corporation will pay 80% of any premium increase regardless of the single plan chosen by the subscriber. The corporation contribution will be decreased by 80% of any premium decrease.

For the calendar year beginning January 1, 2025, the annual contribution for family subscribers choosing the group dental, health and medical insurance paid by Westview School Corporation will be according to the below table. In addition, the corporation will contribute to a VEBA (HRA) plan annually according to the below table. The premium amount will change if the cost of the premium decreases or increases. The corporation will pay 50% of any premium increase regardless of the family plan chosen by the subscriber. The corporation contribution will be decreased by 50% of any premium decrease.

Employees working on 1-50% contract would receive an amount equivalent of 50% of the benefits, and employees working over 50% would receive an amount equivalent to 100% of the benefits.

When two certified employees are married and choose a family dental, health and medical insurance plan, the Westview School Corporation's contribution will be the total premium less the cost of the single plan chosen by the employees.

All current certified employees, as well as those on leave of absence, are eligible for participation. Teachers granted a leave of absence must notify the bookkeeping department by June 1 of the year preceding the leave year regarding their intention to participate in the health plan. Teachers on approved leave must pay the full premium if enrolled in the plan.

| Certified Teacher Benefits | PPO                  |                   | HDHP #1              |                  | HDHP #2              |                  |
|----------------------------|----------------------|-------------------|----------------------|------------------|----------------------|------------------|
|                            | Premium Contribution | VEBA Contribution | Premium Contribution | HSA Contribution | Premium Contribution | HSA Contribution |
| Single                     | \$ 11,095.75         | \$ 1,000.00       | \$ 10,165.31         | \$ 1,940.00      | \$ 9,511.92          | \$ 2,300.00      |
| Family                     | \$ 15,730.52         | \$ 1,000.00       | \$ 14,370.00         | \$ 1,940.00      | \$ 14,948.42         | \$ 2,300.00      |

- II. Certified teachers who were hired after January 1, 2001, will be permitted to remain in the school corporation's health plan until Medicare eligible. Teachers must meet all the following requirements to be eligible:

- 260 A. A teacher must be presently teaching in the Westview School Corporation.  
261  
262 B. The teacher's age plus years of experience must equal INPRS requirement for regular full  
263 retirement (currently age 55 and years of experience totaling 85 or age 60 plus 15 years  
264 of experience).  
265  
266 C. The teacher must have taught in the Westview School Corporation 15 years prior to  
267 eligibility for early retirement.  
268
- 269 III. Upon his or her request and completed application, a term life insurance policy, including  
270 accidental death and dismemberment, will be provided approximating the teacher's school  
271 year salary. The premium less one dollar (\$1.00) will be paid by the Westview School  
272 Corporation. The employee will be responsible for a \$1.00 annual contribution toward the  
273 premium payment. In addition, all personnel may purchase supplemental amounts of  
274 insurance in increments of \$5,000.00, or as dictated by the carrier, the total of which must not  
275 exceed the individual's annual wages. Insurance effective dates are from September 1 to  
276 August 31 of each year.  
277
- 278 Employees retiring from age 50 to 65 with 15 years of service may participate, at their own  
279 expense, in the corporation's life insurance program for an amount equal to the basic  
280 insurance coverage in effect during their final year of employment. This may be continued  
281 until age 65, at which time the coverage will be reduced to \$5,000.00, or as dictated by the  
282 carrier. The latter coverage will terminate at age 70. Accidental death and dismemberment  
283 provisions, as well as purchased supplemental insurance, will terminate upon retirement.  
284
- 285 IV. Upon his or her request and completed application, a long-term disability policy will be  
286 purchased for all full-time single health and non-health insurance covered teachers. The  
287 premium less one dollar (\$1.00) will be paid by the Westview School Corporation. The  
288 employee will be responsible for a \$1.00 annual contribution toward the premium payment.  
289 Employees who elect family health insurance may purchase this coverage at their expense.  
290
- 291 V. The Westview School Corporation will pay the required individual teacher deduction for the  
292 Indiana State Teacher's Retirement Fund.  
293

## 294 LEAVES

- 295
- 296 I. Ten (10) sick leave days with full pay will be granted for first year teachers at Westview, and  
297 seven (7) sick leave days with full pay will be granted for each year thereafter. Any certified  
298 personnel who is less than one (1) full-time equivalent (FTE) shall receive the same number of  
299 days proportionate to their FTE. These days are accumulative. At the end of each work year, and  
300 after converting other paid leaves to sick leave as provided for below, the school corporation  
301 shall reduce accumulated sick leave balances in excess of 90 days to 90 days. This reduction  
302 shall be done by the School Corporation depositing \$100.00 (one hundred dollars) for every sick  
303 leave day a given teacher has in excess of 90 into that teacher's IRS Section 401(a) Plan account.  
304 All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy  
305 may be charged, at her discretion, to her available sick days. The teacher is entitled to complete  
306 the remaining maternity leave without pay. In the event the teacher wishes to begin the  
307 maternity leave at the beginning of a school year, accumulated sick leave days from previous

years of employment may be utilized. Payment for accumulated sick leave days will only be paid after a corresponding number of work days are missed. Payment terms must be arranged with the business office. Paid sick days count toward FMLA leave.

II. Three (3) days of illness in the family leave are granted per school year. Up to two (2) unused illness in the family leave days shall be added to the teacher's accumulative personal sick leave at the end of each school year. Personal business leave may be used after the three (3) days of family illness leave are exhausted. When using the three (3) family days or personal days, the term family shall mean spouse, children, parents, brothers, sisters, mother-in-law, father-in-law, anyone living in the household of the employee and grandchildren. When both family illness leave and personal business leave have been used, personal sick leave days may be utilized if necessary for serious accident or illness. When using accumulated personal sick days to care for an ill family member, the term family is limited to spouse, children, parents, brothers, sisters, mother-in-law, father-in-law, and anyone living in the household of the employee. This provision does not automatically cover grandchildren.

III. Three (3) days of personal business leave are permitted per school year with full pay. At the conclusion of the school term, a maximum of two (2) unused personal business leave days shall be carried into the teacher's next contract year not to exceed five (5) days in any contract year. Additional unused personal business leave days shall be added to the teacher's accumulative personal sick leave at the end of each school year. Personal business days requested on the first student day, the last student day, or a school day immediately preceding or following: fall vacation, Thanksgiving vacation, Christmas vacation, spring vacation or holidays (Labor Day, Memorial Day) will not be granted except when reasons of extreme circumstance are presented to and approved by the superintendent. Matters of extreme circumstance not for the purpose of extending the vacation will be charged one personal day for each day taken. Other exemptions to extend the vacation may be presented to and approved by the superintendent. A day taken to extend the vacation that directly precedes or directly follows a vacation will be charged two (2) personal days.

IV. At their discretion, teachers shall receive up to five (5) workdays for each family bereavement leave with full pay within fourteen (14) calendar days following such death. The term family shall mean spouse, children, parents, brothers, sisters, mother-in-law, father-in-law, grandparents, grandchildren, foster parents, step parents, legal guardians, and anyone living in the household of the employee. Exceptions to the fourteen (14) calendar day window may be presented to and approved by the superintendent.

V. Legal leave days are permitted to appear for jury duty with full pay. Any payment made other than a mileage reimbursement shall be paid to the Westview School Corporation. Additional legal leave days with full pay shall be granted to appear in arbitration, negotiation, or fact finding proceedings, provided they cannot be scheduled during non-teaching hours.

VI. Attending and/or participating in professional workshops, seminars or conferences, and visiting other school corporations to observe instructional techniques, or other instructionally oriented programs are encouraged to enhance the educational process. Conference leave will be granted only upon the recommendation of the teacher's building principal and approval by the Superintendent. Certain travel and lodging expenses, registration fees, etc., will be paid by Westview School Corporation in accordance with the rules and procedures prescribed by the

Indiana State Board of Accounts, the Westview Board of Education, and as agreed on a signed trip reimbursement/request application signed by the superintendent.

VII. Leave requests not covered by current provisions may be appealed to the superintendent.

VIII. Sick, Family Illness, Personal Business, and Bereavement leaves will be granted and recorded only on a half (½) or full-day basis.

## MISCELLANEOUS

- I. Mileage: Any teacher required by scheduling to drive from his or her building of first assignment to any other buildings in the Westview School Corporation for succeeding assignments and back to his or her building of first assignment shall be reimbursed for the total miles driven between all buildings if the total miles driven is over two (2) miles. The reimbursement rate shall be the same rate the Westview School Corporation pays for reimbursing all extra-curricular mileage.

**SEVERANCE (Note the \$2,500.00 stipend for retirees to go toward Westview insurance is only for those hired before 2001 and sick days left at retirement are only eligible to be reimbursed for those hired prior to January 1, 2001.)**

- I. Traditional Severance & Early Retirement Benefits are for teachers who obtained permanent teacher contract status from the Westview School Corporation on or before January 1, 2001. Traditional Severance & Early Retirement Benefits not otherwise offset as set forth below and in Part II, Transitional Severance & Early Retirement Benefits Adjustments, of this Article shall be provided teachers who were hired prior to January 1, 2001.

To qualify for traditional severance or early retirement benefits at the time of separation from employment with this school corporation, a teacher must have obtained regular teacher contract status from Westview School Corporation on or before January 1, 2001, and must meet all the other qualifications set forth in the Traditional Severance & Early Retirement provisions of the 1999-2000-2001 Agreement Between the Westview School Corporation and the Westview Education Association.

- II. Transitional Severance & Early Retirement Benefits Adjustments are for teachers who obtained regular teacher contract status from the Westview School Corporation on or before January 1, 2001.

- A. Teachers who qualify for traditional severance & early retirement benefits shall have their combined traditional severance & retirement benefit entitlement calculated by using the total number of unused personal sick days accumulated by the teacher, which includes those purchased by the school corporation and included in the 401(a) Plan.
- B. Teachers who qualify for traditional severance & early retirement benefits shall have these benefits reduced, dollar for dollar, by the amount of contributions made and assumed balance in the given teacher's IRS Section 401(a) Plan account at the time of retirement.

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- C. Likewise, at the time of a given teacher's separation from employment at Westview School Corporation, the vendor of the IRS Section 401(a) Plan shall compute hypothetical earnings on the assumed balance to that teacher's IRS Section 401(a) Plan account from each time of deposit to the time of separation with an assumed annual rate of return of 7% for the contributions made and assumed balance prior to July 1, 2007 and with an assumed annual rate of return of 5% for the contributions made and assumed balance on or after July 1, 2007. The amount of the assumed balance at separation shall then also be used to reduce, dollar for dollar, the given teacher's remaining combined benefits.
  - D. The corresponding Traditional Severance & Early Retirement provision notwithstanding, payment of the balance of the traditional benefits due a teacher will be made in one lump sum. If the school is notified by April 1 of the year of retirement, the payment will be made prior to July 1 following separation. If the school was not notified by April 1 of the year of retirement, the payment may be delayed by one year.

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- III. IRS Section 401(a) Plan - For teachers who have not obtained regular teacher contract status from the Westview School Corporation on or before January 1, 2001, this plan represents all severance benefits available to the teacher.
    - A. Effective July 1, 2001 and thereafter, the school corporation shall maintain an IRS Section 401(a) Plan Retirement Program and such other IRS qualified retirement plans as may be appropriate and acceptable to the parties.
    - B. As provided for elsewhere in this agreement, the school corporation shall make payments for accumulated personal illness days into a qualifying teacher's 401(a) Plan account.
    - C. All teachers will have an ongoing amount equal to one percent (1%) of their regular gross salary placed in their 401(a) Plan accounts.
    - D. Teachers will be allowed to continue making their 403(b) Plan contributions in annuity accounts heretofore recognized by the Board and/or into 403(b) Plan accounts offered by the vendor of the parties' 401(a) Plan accounts.
    - E. During subsequent rounds of bargaining, the parties will negotiate whether or not to have the board make additional one-time only contributions and/or whether or not to increase the percentage of ongoing contributions.
    - F. The school corporation and association will maintain a joint retirement planning committee that shall be charged with recommending who shall be the vendor of the 401(a) Plan accounts. Additionally, the joint committee shall be charged with ensuring, through the vendor that the plan and accounts are and remain in compliance with IRS rules and regulations. Should the board have reason not to endorse the vendor, the joint committee will reconsider its recommendation and the selection process will be repeated.
    - G. Teachers shall vest in the 401(a) Plan at the rate of 10% per year of consecutive employment as a teacher in this school corporation with years of employment before and

after implementation of the plan counting toward vesting. Leaves approved by the school board as described by this agreement shall not be considered a disruption of consecutive service. The percentage of vested assets of the 401(a) Plan account are the property of the teacher and, in the event of the teacher's death, the teacher's estate.

- H. It is understood between the parties that the ongoing contributions into teachers' plan accounts are in lieu of receiving the same percentages as regular salary.
- I. In that the parties are using the percentage of employer contribution to this plan in lieu of applying this percentage to salary increases, should the parties subsequently have cause to terminate this 401(a) Plan, and unless otherwise agreed to between them, upon termination, the then percentage contribution that was given in lieu of salary to this plan shall immediately be applied as a like-percentage across-the-board salary range increase.
- J. If IRS, a court of competent jurisdiction, or the parties hereto deem any element of this article and actions taken pursuant to it to be out of compliance with IRS Rules and Regulations or other law, the parties will take all necessary action to correct the situation.

**TRADITIONAL SEVERANCE & EARLY RETIREMENT (Only available to teachers who obtained regular teacher contract status from the Westview School Corporation on or before January 1, 2001.)**

- I. Severance pay or Early Retirement pay, whichever is highest, will be awarded based on the formulas, included in this document, provided the following requirements are met:

**A teacher:**

- A. Must have met the minimum requirements for benefits under the Indiana State Teachers' Retirement Fund for each option.
- B. Must have signed six consecutive teaching contracts at Westview.
- C. Must terminate employment because of retirement, health, resignation, or death. (*In the event of death, payment will be made to the beneficiaries of the employee's estate.*)
- D. Must be presently teaching in the Westview School Corporation.
- E. Must notify the Superintendent by June 1 of the year preceding retirement if they plan to receive benefits during the first year of retirement. The request for any retirement benefit must be made in writing to the Board of Education by June 1 of the year prior to retirement (*Only the board of education may waive this requirement.*)
- F. May designate how funds will be distributed after the funds have been placed in a separation account.

- II. Severance plan as described below:

- 499 A. (Years in corporation x .008 x highest paid contract) + \$100.00 x number uncompensated  
500 accumulated sick days).
- 501 B. The teacher will be permitted to remain in the school corporation's health plan until  
502 Medicare eligible. The school corporation will contribute toward the health plan  
503 premium a stipend dollar amount equal to two thousand five hundred dollars (\$2,500.00  
504 or \$208.33 per month). Also, the teacher may apply any amount of their retirement bonus  
505 toward his or her health insurance premium. Details of this arrangement must be  
506 arranged with the administration.

507

508 III. Early Retirement Incentive:

509

510 A. Eligibility (All three requirements must be met)

- 511
- 512 1. A teacher must be presently teaching in the Westview School Corporation.
- 513
- 514 2. The teacher's age plus years of experience must equal INPRS requirement for regular  
515 full retirement (currently age 55 and years of experience totaling 85 or age 60 plus 15  
516 years of experience).
- 517
- 518 3. The teacher must have taught in the Westview School Corporation 15 years prior to  
519 eligibility for early retirement.

520

521 B. Bonus

522

| AGE                         | Percent of final base salary |
|-----------------------------|------------------------------|
| First year of eligibility   | 100                          |
| Second year of eligibility  | 90                           |
| Third year of eligibility   | 80                           |
| Fourth year of eligibility  | 70                           |
| Fifth year of eligibility   | 60                           |
| Sixth year of eligibility   | 50                           |
| Seventh year of eligibility | 40                           |
| Eighth year of eligibility  | 35                           |

523

524 The ninth year of eligibility (Severance plan described in Severance & Early Retirement is applicable).

525

526 C. Other stipulations

- 527
- 528 1. The first year of eligibility through the eighth year must be attained prior to the first  
529 scheduled day of the following school year.
- 530
- 531 2. If a teacher has accumulated 150 unused sick leave days, they will receive the  
532 maximum benefit as noted in IIIB above. For every day less than 150, the payment  
533 will be reduced by sub base pay the year of retirement. Any sick days unused at the  
534 end of the year of retirement will be reimbursed at \$100.00 and added to the  
535 retirement Salary Bonus.

- 537 3. The final base salary is defined as the salary paid the teacher the year prior to  
538 retirement. It does not include extra-curricular assignments or other assignments or  
539 incentive awards beyond the base salary.  
540  
541 4. Teachers working less than a full day will have their retirement pay (bonus) pro-rated  
542 on the basis of the actual base salary.  
543  
544 5. If the State of Indiana would ever adopt a salary schedule applicable to all school  
545 districts with levels higher than the Westview contract, severance and early retirement  
546 plans applicable to the Westview School Corporation would be declared null and void  
547 and subject to negotiation.  
548  
549 6. The teacher will be permitted to remain in the Westview school corporation's health  
550 plan until Medicare eligible. The school corporation will contribute a stipend toward  
551 the Westview health plan premium a dollar amount equal to two thousand five  
552 hundred dollars (\$2,500.00 or \$208.33 per month).  
553

## 554 **SICK LEAVE BANK**

555

556 The Board of Education of the Westview School Corporation agrees to implement a Sick Leave  
557 Bank in cooperation with the Westview Education Association. The Sick Leave Bank is one in  
558 which a participant in the bank may borrow a limited number of sick leave days with full pay in  
559 case of an emergency. A statement by the attending physician verifying the nature of the illness  
560 and the disability shall be required of the participant in order to borrow from the Sick Leave  
561 Bank. A statement by a second physician may be required upon the recommendation of either  
562 the board or association provided that such physician shall be agreed to jointly by the board and  
563 the association, and the applicant shall bear the physician's costs.  
564

565 Specific stipulations of the Sick Leave Bank are as follows:  
566

- 567 I. Definition: A participant in the bank shall be any of the certificated personnel of Westview  
568 Schools who enrolls during his/her specified enrollment period.  
569  
570 II. Establishing the bank:  
571  
572 A. Each certified person wanting to be a participant in the Sick Leave Bank shall make an  
573 initial donation of three (3) of his/her accumulated and credited sick leave days to the  
574 bank. Part-time employees shall donate days on a prorated basis.  
575  
576 B. All donated days are a permanent contribution to the bank and are not transferable to  
577 another school corporation should a participant leave the Westview School Corporation's  
578 system.  
579  
580 C. All certified personnel who want to enroll in the Sick Leave Bank must do so on the  
581 Official Enrollment Form (S.L.B. #1) during the insurance/benefits open enrollment  
582 period or within fifteen (15) working days of their first work day.  
583

- 584 D. Certified employees will not need to re-enroll in the bank unless it is deemed necessary  
585 for all participants to re-enroll in order to keep the bank operative. If re-enrollment is  
586 necessary, all certified personnel become eligible to enroll in the bank. The W.E.A.  
587 executive council shall have the responsibility to determine whether or not re-enrollment  
588 is necessary.  
589  
590 E. All participants and days will be kept in a Sick Leave Bank ledger available to be audited  
591 by the board or the association at the beginning of each month. Participants' individual  
592 service record cards will show the deduction for days donated to the bank. Record  
593 keeping will be done in the central office.  
594  
595 F. At the conclusion of each school year, the Sick Leave Bank's unused days will be carried  
596 over to the next school year.  
597

598 III. Borrowing from the Bank  
599

- 600 A. Application to borrow from the Sick Leave Bank must be made on the official  
601 Application to Borrow from the Westview Sick Leave Bank Form, (S.L.B. #2) and a  
602 physician's statement attached.  
603  
604 B. A committee of three (3) teachers and one administrator will approve borrowing from the  
605 Bank. This committee and/or vacancies shall be appointed by the W.E.A. president and  
606 the superintendent.  
607  
608 C. All sick leave days previously accumulated must be exhausted prior to borrowing from  
609 the Sick Leave Bank.  
610  
611 D. Borrowing from the bank can only be allowed for absences for three (3) or more  
612 consecutive working days due to an illness or disability.  
613  
614 E. Any teacher enrolled in the Sick Leave Bank, who has exhausted his/her accumulated  
615 sick leave and who has also accumulated five (5) uncompensated sick leave days each  
616 year, is eligible to apply to the sick leave bank committee for compensation for further  
617 absences from work during the current contract year.  
618  
619 F. The sick leave bank may only be used for the personal illness of a participant.  
620  
621 G. A participant may borrow up to sixty (60) days per year, but not more than one hundred  
622 eighty (180) days during employment with the Westview School Corporation.  
623  
624 H. Application to borrow from the Sick Leave Bank may be made by a personal  
625 representative of a participant in cases where the participant is unable to do so.  
626  
627 I. Leave from the sick leave bank may not be used for maternity or childbirth leave unless  
628 substantial and actual medically-determined physical or mental disability has arisen out  
629 of the pregnancy or childbirth.  
630

631 II. Repaying the days borrowed

- 632
- 633 A. A participant agrees to repay the Sick Leave Bank from his/her credited sick leave days
- 634 at the rate of four (4) days per year upon returning to active employment with the
- 635 Westview School Corporation.
- 636
- 637 B. If a participant's health permits him/her to return to active employment, and he/she does
- 638 not elect to return to active employment with the Westview School Corporation, or he/she
- 639 elects to accept employment elsewhere, the participant agrees to repay the Westview
- 640 School Corporation for the sick leave bank days borrowed in cash. This cash amount will
- 641 be equal to that paid to secure a substitute during the time the participant borrowed from
- 642 the Sick Leave Bank, (not the substitute teacher daily rate) but in no case more than they
- 643 would have earned.
- 644
- 645 C. A participant agrees to repay this cash amount in total upon electing not to return to
- 646 active employment (health permitting) with Westview School Corporation or at a rate
- 647 agreed upon per year but not less than the equivalent of seven (7) substitute days per
- 648 year. It is also agreed that any amount of unpaid balance due after five (5) years shall
- 649 become due immediately upon request by Westview School Corporation.
- 650
- 651 D. In the case of continued disability, retirement, or in the event of death, it is understood
- 652 that the participant, participant's family or estate will have no obligation in regard to this
- 653 agreement. Continued disability is to be verified by a board and association approved
- 654 physician.
- 655

## 656 **WAIVERS**

- 657
- 658 A. The parties mutually agree that the terms and conditions set forth in this agreement represent the
- 659 full and complete understanding and commitment between the parties; and that no additional
- 660 negotiations on this agreement will be conducted on any item, whether contained herein or not,
- 661 during the period of this agreement without mutual agreement of both parties. Should any part of
- 662 this agreement be declared illegal by a court of competent jurisdiction, said part shall be
- 663 automatically deleted from this agreement but the remaining parts shall remain in full force and
- 664 effect for the duration of the agreement.
- 665

## 666 **SALARY/COMPENSATION MODEL**

- 667
- 668 A. For the 2025-2026 school year, the compensation model in this section A will be suspended.
- 669 Compensation Model – \$\_\_ will be put toward the 20XX – 20XX compensation model. Funds
- 670 eligible to provide increases to teacher base pay shall be distributed according to the Compensation
- 671 Model. Teachers will be awarded points in four different areas. The maximum number of points a
- 672 full time teacher can be awarded is 100. Part time staff pay will be prorated based on % of contract.
- 673 Total funds available will be divided by the total number of points awarded to eligible teachers,
- 674 reference page 5 numerical II under Salary and Wage Provisions of this CBA. This raise shall be
- 675 distributed in two special pays, one in mid-November and one in mid-March, and become part of
- 676 eligible teachers' base salary, not to exceed the current salary cap. Any salary increase above the
- 677 salary cap will be paid as a stipend and not added as a base salary.
- 678
- 679

680 100 Point System  
681

|           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 20 points | Experience: When a teacher completes 120 or more work days at Westview in the previous year, 10 points will be awarded. An additional point will be added for each year of experience at Westview, not to exceed 20 points. Non-Westview experience is not considered. Paid leave days apply, but unpaid do not.                                                                                                                                                    |
| 30 points | Formal Education: The maximum number of points awarded in this area is 30. <ul style="list-style-type: none"> <li>• Bachelor + 9-17 credit hours in content area = 9 pts.</li> <li>• Bachelor + 18-26 credit hours in content area = 15 pts.</li> <li>• Bachelor + 27-30 credit hours in content area = 21 pts.</li> <li>• Master's Degree in content area = 27 pts.</li> <li>• Master's Degree + 6 credit hours in content area = 30 pts.</li> </ul>               |
| 10 points | Activities to Meet the Academic Needs of Students: Successful completion of the Academic Needs of Students Program Goals as determined by the teacher's principal will be awarded 10 points.                                                                                                                                                                                                                                                                        |
| 40 points | Effectiveness Rating: Teachers found effective or highly effective on the Westview Rise Evaluation instrument shall be awarded 40 points. Teachers found ineffective or needs improvement based on the Westview Rise Evaluation Instrument will not receive a raise, reference Salary and Wage Provisions, Section II. <i>No dollar amount difference will exist between a Highly Effective and Effective rating. (This is a get all or get non set of points.)</i> |

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- B. One Time payments or stipends that will not be added to the teachers base pay also paid on the special pay dates include:
- Westview Funded Professional Performance Award Program – Two \$125.00 payments, \$250.00 total, to be based on Professional Performance Award Program to each teacher qualifying.
- C. For the 2025-2026 school year, teacher base pay shall be increased by the following factors:
- Academic Needs – The academic needs of students is defined as attracting and retaining highly qualified teachers. \$3,650.00 is added to their base salary.
  - Instructional Leadership – A teacher in the first year of possessing the literacy endorsement. \$250.00 added to their base salary. Submission of licensure proof should be done prior to Oct. 1<sup>st</sup>. IC 20-28-5-19.7
- D. For the 2025-2026 school year, teachers shall receive a retroactive payment on January 28<sup>th</sup>, 2026. Each subsequent payment will reflect any base pay salary increases for the remainder of the contract.
- E. Teachers who have obtained regular teacher contract status from the Westview School Corporation after January 1, 2001 will receive additional contributions above the one percent (1%) of their regular gross salary placed in their 401(a) Plan account based upon the certified employee's end-of-school year accumulated sick leave balance. At the end of each work year, and after converting other paid leaves to sick leave as provided for under the Leaves paragraphs I, II, and III, the following table will be used to determine the additional contribution. For the 2025-2026 school year only, the percentage amounts in the following chart will be doubled.

| Accumulated Sick Leave Balance<br>(in days) |           | 401(a) Plan<br>contribution |
|---------------------------------------------|-----------|-----------------------------|
| Begin Range                                 | End Range | Percentage                  |
| 0.0                                         | 9.5       | 0.00%                       |
| 10.0                                        | 29.5      | 0.25%                       |
| 30.0                                        | 59.5      | 0.50%                       |
| 60.0                                        | 89.5      | 0.75%                       |
| 90.0                                        |           | 1.00%                       |

708 WESTVIEW SCHOOL CORPORATION  
 709 Certified teacher salary range  
 710 For the 2025-2026 school year  
 711

| Employee Count | Begin Range  | End Range     |
|----------------|--------------|---------------|
| 1              |              | \$ 78,900.00* |
| 38             | \$ 75,000.00 | \$ 78,650.00  |
| 14             | \$ 70,000.00 | \$ 74,999.99  |
| 11             | \$ 65,000.00 | \$ 69,999.99  |
| 20             | \$ 60,000.00 | \$ 64,999.99  |
| 16             | \$ 55,000.00 | \$ 59,999.99  |
| 20             | \$ 50,000.00 | \$ 54,999.99  |
| 16             | \$ 48,650.00 | \$ 49,999.99  |
| 3 Part-time    | Less than    | \$ 48,650.00  |

712

713 \*Signifies Range differentiation for attainment of Early Literacy Endorsement

**Form S.L.B. #1**

**WESTVIEW SICK LEAVE BANK**

**Official Enrollment Form  
Certified Employees Only**

I wish to join the Westview Sick Leave Bank with the understanding that I will donate three (3) of my sick leave days this school year.

Name \_\_\_\_\_

School \_\_\_\_\_

Date \_\_\_\_\_

Note: Information about the bank is in your negotiated teachers' agreement.

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**Form S.L.B. #2**

**WESTVIEW SICK LEAVE BANK**

**Application to Borrow from the Westview Sick Leave Bank Form**

I have reviewed the regulations governing the Westview Sick Leave Bank and believe that I qualify to borrow from the Bank at this time. I understand the sick leave bank policy requires borrowed days to be repaid and if I leave employment at Westview prior to making repayment I may be required to make a cash reimbursement. A letter from my physician is attached.

Name \_\_\_\_\_

School \_\_\_\_\_

Date \_\_\_\_\_

Note: Information about the bank is in your negotiated teachers' agreement.  
Physician's Letter Required \_\_\_\_\_

758 **Form Advanced Education Record Sheet**

759  
760 **WESTVIEW SCHOOL CORPORATION**

761  
762 **Advanced Education Record Sheet**

763  
764 **Note: Only content area courses and courses pertinent to position as determined by the**  
765 **superintendent will be accepted.**

766  
767 Name \_\_\_\_\_ Date \_\_\_\_\_

768  
769 Current degree status: Bachelors \_\_\_\_\_ Masters \_\_\_\_\_

770

| 771 Course No. | 772 Workshop or<br>Course Title | 773 CRUs or<br>Credit Hours | 774 Workshop or<br>Course Description |
|----------------|---------------------------------|-----------------------------|---------------------------------------|
| 775 _____      | 776 _____                       | 777 _____                   | 778 _____                             |
| 779 _____      | 780 _____                       | 781 _____                   | 782 _____                             |
| 783 _____      | 784 _____                       | 785 _____                   | 786 _____                             |

787 Application: Approved \_\_\_\_\_ Disapproved \_\_\_\_\_

788 Superintendent \_\_\_\_\_ Date \_\_\_\_\_

789 .....  
790 Course/workshop requirements must be satisfactorily completed (passing grade) and a transcript, grade  
791 report or university letter, submitted to complete the record.  
792 .....

793 .....  
794 Reimbursement for advanced education completed (grades or transcript submitted by September 1) will  
795 be according to the compensation model.  
796  
797  
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804

805 **Form Tuition Reimbursement Agreement**

806

807

**WESTVIEW SCHOOL CORPORATION**

808

809

**Tuition Reimbursement Agreement**

810

811 Westview School Corporation will reimburse teachers who are seeking advance degrees/certification up  
812 to \$300 a credit hour successfully for a maximum of 18 credit hours under the following conditions:

- 813 1. The teacher submits a course of study and timeline of completion to the Superintendent for  
814 approval prior to enrollment
- 815 2. Any changes to this course of study has to be pre-approved by the Superintendent
- 816 3. Coursework will directly benefit the school corporation and students of whom we serve
- 817 4. Coursework approval will be limited to:
- 818 ○ Programs that meet the Higher Learning Commission standards for teaching dual
  - 819 credit programs
  - 820 ○ Programs that meet high demand areas in the school as determined by
  - 821 superintendent
- 822 5. The teacher must receive a grade of 3.0 or higher on a 4.0 point scale within their content area
- 823 6. Reimbursement will occur at the end of the course when the grade is submitted to the  
824 superintendent
- 825 7. Failure to complete the approved course of study will result in the reimbursement of all tuition  
826 funds to the school corporation
- 827 8. The teacher must remain with the school corporation for at least five years after completing  
828 the advance degree/certification. Failure to complete the five years will require the teacher to  
829 reimburse Westview School Corporation 100% of the credit hour costs.

# 830 Extra Curricular Pay Scale

WESTVIEW SCHOOL CORPORATION

Extra-Curricular Pay Schedule

2025-26 School Year

Extracurricular Base

\$ 48,650.00

| Count | Season        | School | Boys & Girls | Position  | Level          | Sport/Activity | Title      | Index  | Pay          |
|-------|---------------|--------|--------------|-----------|----------------|----------------|------------|--------|--------------|
| 1     | Fall Sports   | WHS    | Boys         | Head      | Varsity        | Cross Country  | Coach      | 0.1024 | \$ 4,982.00  |
| 2     | Fall Sports   | WHS    | Girls        | Head      | Varsity        | Cross Country  | Coach      | 0.1024 | \$ 4,982.00  |
| 3     | Fall Sports   | WHS    |              | Assistant | Varsity        | Cross Country  | Coach      | 0.0535 | \$ 2,603.00  |
| 4     | Fall Sports   | WHS    | Girls        | Head      | Varsity        | Golf           | Coach      | 0.0707 | \$ 3,440.00  |
| 5     | Fall Sports   | WHS    | Boys         | Head      | Varsity        | Soccer         | Coach      | 0.0980 | \$ 4,768.00  |
| 6     | Fall Sports   | WHS    | Boys         | Assistant | Varsity        | Soccer         | Coach      | 0.0491 | \$ 2,389.00  |
| 7     | Fall Sports   | WHS    | Girls        | Head      | Varsity        | Soccer         | Coach      | 0.0980 | \$ 4,768.00  |
| 8     | Fall Sports   | WHS    | Girls        | Assistant | Varsity        | Soccer         | Coach      | 0.0491 | \$ 2,389.00  |
| 9     | Fall Sports   | WHS    | Boys         |           | Junior Varsity | Soccer         | Coach      | 0.0600 | \$ 2,919.00  |
| 10    | Fall Sports   | WHS    | Girls        |           | Junior Varsity | Soccer         | Coach      | 0.0600 | \$ 2,919.00  |
| 11    | Fall Sports   | WHS    | Boys         | Head      | Varsity        | Tennis         | Coach      | 0.0737 | \$ 3,586.00  |
| 12    | Fall Sports   | WHS    | Boys         | Assistant | Varsity        | Tennis         | Coach      | 0.0440 | \$ 2,141.00  |
| 13    | Fall Sports   | WHS    | Girls        |           | 9th Grade      | Volleyball     | Coach      | 0.0471 | \$ 2,291.00  |
| 14    | Fall Sports   | WHS    | Girls        | Head      | Varsity        | Volleyball     | Coach      | 0.1024 | \$ 4,982.00  |
| 15    | Fall Sports   | WHS    | Girls        | Assistant | Varsity        | Volleyball     | Coach      | 0.0535 | \$ 2,603.00  |
| 16    | Fall Sports   | WHS    | Girls        |           | Junior Varsity | Volleyball     | Coach      | 0.0626 | \$ 3,045.00  |
| 17    | Fall Sports   | WJH    | Boys         |           |                | Cross Country  | Coach      | 0.0467 | \$ 2,272.00  |
| 18    | Fall Sports   | WJH    | Girls        |           |                | Cross Country  | Coach      | 0.0467 | \$ 2,272.00  |
| 19    | Fall Sports   | WJH    | Boys         |           | A-Team         | Soccer         | Coach      | 0.0467 | \$ 2,272.00  |
| 20    | Fall Sports   | WJH    | Girls        |           | A-Team         | Soccer         | Coach      | 0.0467 | \$ 2,272.00  |
| 21    | Fall Sports   | WJH    | Boys         |           | B-Team         | Soccer         | Coach      | 0.0289 | \$ 1,405.00  |
| 22    | Fall Sports   | WJH    | Girls        |           | B-Team         | Soccer         | Coach      | 0.0289 | \$ 1,405.00  |
| 23    | Fall Sports   | WJH    | Girls        |           | 7th Grade      | Volleyball     | Coach      | 0.0467 | \$ 2,272.00  |
| 24    | Fall Sports   | WJH    | Girls        |           | 8th Grade      | Volleyball     | Coach      | 0.0467 | \$ 2,272.00  |
| 25    | Fall Sports   | WJSHS  |              |           | Seasonal       | Athletic Event | Supervisor | 0.0481 | \$ 2,338.00  |
| 26    | Winter Sports | WHS    | Boys         |           | 9th Grade      | Basketball     | Coach      | 0.0763 | \$ 3,712.00  |
| 27    | Winter Sports | WHS    | Girls        |           | 9th Grade      | Basketball     | Coach      | 0.0763 | \$ 3,712.00  |
| 28    | Winter Sports | WHS    | Boys         | Head      | Varsity        | Basketball     | Coach      | 0.2450 | \$ 11,919.00 |
| 29    | Winter Sports | WHS    | Boys         | Assistant | Varsity        | Basketball     | Coach      | 0.0865 | \$ 4,208.00  |
| 30    | Winter Sports | WHS    | Girls        | Head      | Varsity        | Basketball     | Coach      | 0.2450 | \$ 11,919.00 |
| 31    | Winter Sports | WHS    | Girls        | Assistant | Varsity        | Basketball     | Coach      | 0.0865 | \$ 4,208.00  |
| 32    | Winter Sports | WHS    | Boys         |           | Junior Varsity | Basketball     | Coach      | 0.1145 | \$ 5,570.00  |
| 33    | Winter Sports | WHS    | Girls        |           | Junior Varsity | Basketball     | Coach      | 0.1145 | \$ 5,570.00  |
| 34    | Winter Sports | WHS    |              | Head      | Varsity        | Wrestling      | Coach      | 0.1024 | \$ 4,982.00  |

| Count | Season               | School | Boys & Girls | Position  | Level          | Sport/Activity | Title         | Index  | Pay         |
|-------|----------------------|--------|--------------|-----------|----------------|----------------|---------------|--------|-------------|
| 35    | Winter Sports        | WHS    |              | Assistant | Varsity        | Wrestling      | Coach         | 0.0535 | \$ 2,603.00 |
| 36    | Winter Sports        | WHS    |              | Assistant | Varsity        | Wrestling      | Coach         | 0.0535 | \$ 2,603.00 |
| 37    | Winter Sports        | WJH    | Boys         | 7th Grade | A-Team         | Basketball     | Coach         | 0.0626 | \$ 3,045.00 |
| 38    | Winter Sports        | WJH    | Boys         | 8th Grade | A-Team         | Basketball     | Coach         | 0.0626 | \$ 3,045.00 |
| 39    | Winter Sports        | WJH    | Girls        | 7th Grade | A-Team         | Basketball     | Coach         | 0.0626 | \$ 3,045.00 |
| 40    | Winter Sports        | WJH    | Girls        | 8th Grade | A-Team         | Basketball     | Coach         | 0.0626 | \$ 3,045.00 |
| 41    | Winter Sports        | WJH    | Boys         | 7th Grade | B-Team         | Basketball     | Coach         | 0.0441 | \$ 2,145.00 |
| 42    | Winter Sports        | WJH    | Boys         | 8th Grade | B-Team         | Basketball     | Coach         | 0.0441 | \$ 2,145.00 |
| 43    | Winter Sports        | WJH    | Girls        | 7th Grade | B-Team         | Basketball     | Coach         | 0.0441 | \$ 2,145.00 |
| 44    | Winter Sports        | WJH    | Girls        | 8th Grade | B-Team         | Basketball     | Coach         | 0.0441 | \$ 2,145.00 |
| 45    | Winter Sports        | WJH    |              | Head      |                | Wrestling      | Coach         | 0.0500 | \$ 2,433.00 |
| 46    | Winter Sports        | WJH    |              | Assistant |                | Wrestling      | Coach         | 0.0441 | \$ 2,145.00 |
| 47    | Winter Sports        | WJSHS  |              |           | Seasonal       | Athletic Event | Supervisor    | 0.0481 | \$ 2,338.00 |
| 48    | Spring/Summer Sports | WHS    | Boys         | Head      | Varsity        | Baseball       | Coach         | 0.0980 | \$ 4,768.00 |
| 49    | Spring/Summer Sports | WHS    | Boys         | Assistant | Varsity        | Baseball       | Coach         | 0.0491 | \$ 2,389.00 |
| 50    | Spring/Summer Sports | WHS    | Boys         |           | Junior Varsity | Baseball       | Coach         | 0.0600 | \$ 2,919.00 |
| 51    | Spring/Summer Sports | WHS    | Boys         | Head      | Varsity        | Golf           | Coach         | 0.0707 | \$ 3,440.00 |
| 52    | Spring/Summer Sports | WHS    | Boys         | Assistant | Varsity        | Golf           | Coach         | 0.0410 | \$ 1,995.00 |
| 53    | Spring/Summer Sports | WHS    | Girls        | Head      | Varsity        | Softball       | Coach         | 0.0980 | \$ 4,768.00 |
| 54    | Spring/Summer Sports | WHS    | Girls        | Assistant | Varsity        | Softball       | Coach         | 0.0491 | \$ 2,389.00 |
| 55    | Spring/Summer Sports | WHS    | Girls        |           | Junior Varsity | Softball       | Coach         | 0.0600 | \$ 2,919.00 |
| 56    | Spring/Summer Sports | WHS    | Girls        | Head      | Varsity        | Tennis         | Coach         | 0.0707 | \$ 3,440.00 |
| 57    | Spring/Summer Sports | WHS    | Girls        | Assistant | Varsity        | Tennis         | Coach         | 0.0410 | \$ 1,995.00 |
| 58    | Spring/Summer Sports | WHS    | Boys         | Head      | Varsity        | Track          | Coach         | 0.0980 | \$ 4,768.00 |
| 59    | Spring/Summer Sports | WHS    | Boys         | Assistant | Varsity        | Track          | Coach         | 0.0491 | \$ 2,389.00 |
| 60    | Spring/Summer Sports | WHS    | Girls        | Head      | Varsity        | Track          | Coach         | 0.0980 | \$ 4,768.00 |
| 61    | Spring/Summer Sports | WHS    | Girls        | Assistant | Varsity        | Track          | Coach         | 0.0491 | \$ 2,389.00 |
| 62    | Spring/Summer Sports | WJH    | Boys         | Head      |                | Golf           | Coach         | 0.0385 | \$ 1,873.00 |
| 63    | Spring/Summer Sports | WJH    | Girls        | Head      |                | Golf           | Coach         | 0.0385 | \$ 1,873.00 |
| 64    | Spring/Summer Sports | WJH    |              | Head      |                | Tennis         | Coach         | 0.0254 | \$ 1,236.00 |
| 65    | Spring/Summer Sports | WJH    | Boys         | Head      |                | Track          | Coach         | 0.0446 | \$ 2,170.00 |
| 66    | Spring/Summer Sports | WJH    | Girls        | Head      |                | Track          | Coach         | 0.0446 | \$ 2,170.00 |
| 67    | Spring/Summer Sports | WJH    |              | Assistant |                | Track          | Coach         | 0.0237 | \$ 1,153.00 |
| 68    | Spring/Summer Sports | WJSHS  |              |           | Seasonal       | Athletic Event | Supervisor    | 0.0481 | \$ 2,338.00 |
| 69    | Other Activities     | WHS    |              |           | Varsity        | Cheerleading   | Coach         | 0.0600 | \$ 2,919.00 |
| 70    | Other Activities     | WHS    |              |           | Junior Varsity | Cheerleading   | Coach         | 0.0491 | \$ 2,389.00 |
| 71    | Other Activities     | WHS    | Head         |           |                | E-gaming       | Coach         | 0.0218 | \$ 1,061.00 |
| 72    | Other Activities     | WHS    | Assistant    |           |                | E-gaming       | Coach         | 0.0182 | \$ 885.00   |
| 73    | Other Activities     | WHS    | Head         |           |                | Musical        | Director      | 0.0980 | \$ 4,768.00 |
| 74    | Other Activities     | WHS    | Assistant    |           |                | Musical        | Director      | 0.0491 | \$ 2,389.00 |
| 75    | Other Activities     | WHS    |              |           |                | Musical        | Choreographer | 0.0182 | \$ 885.00   |

| Count | Season           | School | Boys & Girls | Position  | Level      | Sport/Activity                     | Title                        | Index    | Pay         |
|-------|------------------|--------|--------------|-----------|------------|------------------------------------|------------------------------|----------|-------------|
| 76    | Other Activities | WHS    |              |           |            | National Art Honor Society         | Advisor                      | 0.0100   | \$ 487.00   |
| 77    | Other Activities | WHS    |              |           |            | National Honor Society             | Advisor                      | 0.0100   | \$ 487.00   |
| 78    | Other Activities | WHS    |              |           |            | Student Council                    | Advisor                      | 0.0247   | \$ 1,202.00 |
| 79    | Other Activities | WJH    |              |           |            | Art Club                           | Advisor                      | 0.0069   | \$ 336.00   |
| 80    | Other Activities | WJH    |              |           | 7th Grade  | Cheerleading                       | Coach                        | 0.0247   | \$ 1,202.00 |
| 81    | Other Activities | WJH    |              |           | 8th Grade  | Cheerleading                       | Coach                        | 0.0247   | \$ 1,202.00 |
| 82    | Other Activities | WJH    |              |           |            | Geography Bee                      | Advisor                      | 0.0056   | \$ 272.00   |
| 83    | Other Activities | WJH    |              | Head      |            | Musical                            | Director                     | 0.0364   | \$ 1,771.00 |
| 84    | Other Activities | WJH    |              | Assistant |            | Musical                            | Director                     | 0.0227   | \$ 1,104.00 |
| 85    | Other Activities | WJH    |              |           |            | National Junior High Honor Society | Advisor                      | 0.0100   | \$ 487.00   |
| 86    | Other Activities | WJH    |              |           |            | Spelling Bee                       | Advisor                      | 0.0056   | \$ 272.00   |
| 87    | Other Activities | WJH    |              |           |            | Student Council                    | Advisor                      | 0.0190   | \$ 924.00   |
| 88    | Other Activities | WJSHS  |              |           |            | Accompanist                        | Per Ensemble/Per Performance | \$       | 50.00       |
| 89    | Other Activities | WJSHS  |              |           |            | Archery Club                       | Advisor                      | 0.0410   | \$ 1,995.00 |
| 90    | Other Activities | WJSHS  |              |           |            | Art Fair                           | Advisor                      | 0.0056   | \$ 272.00   |
| 91    | Other Activities | WJSHS  |              | Head      |            | Chess Club                         | Advisor                      | 0.0069   | \$ 336.00   |
| 92    | Other Activities | WJSHS  |              | Assistant |            | Chess Club                         | Advisor                      | 0.0034   | \$ 167.00   |
| 93    | Other Activities | WJSHS  |              |           | 9th Grade  | Class                              | Sponsor                      | 0.0050   | \$ 243.00   |
| 94    | Other Activities | WJSHS  |              |           | 9th Grade  | Class                              | Sponsor                      | 0.0050   | \$ 243.00   |
| 95    | Other Activities | WJSHS  |              |           | 10th Grade | Class                              | Sponsor                      | 0.0247   | \$ 1,202.00 |
| 96    | Other Activities | WJSHS  |              |           | 10th Grade | Class                              | Sponsor                      | 0.0247   | \$ 1,202.00 |
| 97    | Other Activities | WJSHS  |              |           | 11th Grade | Class                              | Sponsor                      | 0.0247   | \$ 1,202.00 |
| 98    | Other Activities | WJSHS  |              |           | 11th Grade | Class                              | Sponsor                      | 0.0247   | \$ 1,202.00 |
| 99    | Other Activities | WJSHS  |              |           | 12th Grade | Class                              | Sponsor                      | 0.0247   | \$ 1,202.00 |
| 100   | Other Activities | WJSHS  |              |           | 12th Grade | Class                              | Sponsor                      | 0.0247   | \$ 1,202.00 |
| 101   | Other Activities | WJSHS  |              |           |            | Corporation Safety Team            | Coordinator                  | 0.0190   | \$ 924.00   |
| 102   | Other Activities | WJSHS  |              |           |            | Dance Team                         | Coach                        | 0.0272   | \$ 1,323.00 |
| 103   | Other Activities | WJSHS  |              |           |            | Detention                          | Supervisor                   | Per Hour | \$ 14.70    |
| 104   | Other Activities | WJSHS  |              |           |            | Drama Club                         | Advisor                      | 0.0069   | \$ 336.00   |
| 105   | Other Activities | WJSHS  |              |           |            | Entrepreneur Club                  | Advisor                      | 0.0247   | \$ 1,202.00 |
| 106   | Other Activities | WJSHS  |              |           |            | Future Farmers of America          | Advisor                      | 0.0410   | \$ 1,995.00 |
| 107   | Other Activities | WJSHS  |              |           |            | Garden Club                        | Advisor                      | 0.0069   | \$ 336.00   |
| 108   | Other Activities | WJSHS  |              |           |            | Instrumental Concerts & Contests   | Director                     | 0.0410   | \$ 1,995.00 |
| 109   | Other Activities | WJSHS  |              |           |            | Jump Rope Team                     | Coach                        | 0.0272   | \$ 1,323.00 |
| 110   | Other Activities | WJSHS  |              |           |            | Marine Biology                     | Advisor                      | 0.0272   | \$ 1,323.00 |
| 111   | Other Activities | WJSHS  |              |           |            | Media                              | Coordinator                  | 0.0082   | \$ 399.00   |
| 112   | Other Activities | WJSHS  |              |           |            | Musical Pit Band                   | Director                     | 0.0182   | \$ 885.00   |
| 113   | Other Activities | WJSHS  |              |           |            | Pep Band                           | Director                     | 0.0219   | \$ 1,065.00 |
| 114   | Other Activities | WJSHS  |              | Head      | Fall       | Play                               | Director                     | 0.0455   | \$ 2,214.00 |
| 115   | Other Activities | WJSHS  |              | Assistant | Fall       | Play                               | Director                     | 0.0227   | \$ 1,104.00 |
| 116   | Other Activities | WJSHS  |              | Head      | Spring     | Play                               | Director                     | 0.0455   | \$ 2,214.00 |

| Count | Season           | School | Boys & Girls | Position  | Level     | Sport/Activity              | Title       | Index      | Pay         |
|-------|------------------|--------|--------------|-----------|-----------|-----------------------------|-------------|------------|-------------|
| 117   | Other Activities | WJSHS  |              | Assistant | Spring    | Play                        | Director    | 0.0227     | \$ 1,104.00 |
| 118   | Other Activities | WJSHS  |              | Head      | Winter    | Play                        | Director    | 0.0455     | \$ 2,214.00 |
| 119   | Other Activities | WJSHS  |              | Assistant | Winter    | Play                        | Director    | 0.0227     | \$ 1,104.00 |
| 120   | Other Activities | WJSHS  |              |           |           | Saturday School             | Supervisor  | Per Hour   | \$ 31.17    |
| 121   | Other Activities | WJSHS  |              |           |           | Show Choir                  | Director    | 0.0272     | \$ 1,323.00 |
| 122   | Other Activities | WJSHS  |              |           |           | Social Media                | Coordinator | 0.0082     | \$ 399.00   |
| 123   | Other Activities | WJSHS  |              |           |           | Spanish Club                | Advisor     | 0.0069     | \$ 336.00   |
| 124   | Other Activities | WJSHS  |              | Head      |           | Speech                      | Director    | 0.0980     | \$ 4,768.00 |
| 125   | Other Activities | WJSHS  |              | Assistant |           | Speech                      | Director    | 0.0305     | \$ 1,484.00 |
| 126   | Other Activities | WJSHS  |              |           |           | Summer Band                 | Director    | 0.1089     | \$ 5,298.00 |
| 127   | Other Activities | WJSHS  |              |           |           | Vocal Concerts & Contests   | Director    | 0.0410     | \$ 1,995.00 |
| 128   | Other Activities | WJSHS  |              |           |           | Yearbook                    | Advisor     | 0.0247     | \$ 1,202.00 |
| 129   | Other Activities | WJSHS  |              |           |           | Yearbook Photography        | Advisor     | 0.0272     | \$ 1,323.00 |
| 130   | Other Activities | WES    | Boys         |           | 5th Grade | Basketball                  | Coach       | 0.0357     | \$ 1,737.00 |
| 131   | Other Activities | WES    | Girls        |           | 5th Grade | Basketball                  | Coach       | 0.0357     | \$ 1,737.00 |
| 132   | Other Activities | WES    | Boys         |           | 6th Grade | Basketball                  | Coach       | 0.0357     | \$ 1,737.00 |
| 133   | Other Activities | WES    | Girls        |           | 6th Grade | Basketball                  | Coach       | 0.0357     | \$ 1,737.00 |
| 134   | Other Activities | WES    |              |           |           | Geography Bee               | Advisor     | 0.0056     | \$ 272.00   |
| 135   | Other Activities | WES    |              |           |           | Musical                     | Director    | 0.0069     | \$ 336.00   |
| 136   | Other Activities | WES    |              |           |           | Science Fair                | Advisor     | 0.0056     | \$ 272.00   |
| 137   | Other Activities | WES    |              |           |           | Social Media                | Coordinator | 0.0082     | \$ 399.00   |
| 138   | Other Activities | WES    |              |           |           | Spelling Bee                | Advisor     | 0.0056     | \$ 272.00   |
| 139   | Other Activities | WES    | Girls        |           | 6th Grade | Volleyball                  | Coach       | 0.0357     | \$ 1,737.00 |
| 140   | Other Activities | WES    |              |           |           | Yearbook                    | Advisor     | 0.0069     | \$ 336.00   |
| 141   | Other Activities | MES    |              |           |           | Learning Fair               | Advisor     | 0.0056     | \$ 272.00   |
| 142   | Other Activities | MES    |              |           |           | Musical                     | Director    | 0.0069     | \$ 336.00   |
| 143   | Other Activities | MES    |              |           |           | Social Media                | Coordinator | 0.0082     | \$ 399.00   |
| 144   | Other Activities | MES    |              |           |           | Spelling Bee                | Advisor     | 0.0056     | \$ 272.00   |
| 145   | Other Activities | MES    |              |           |           | Yearbook                    | Advisor     | 0.0069     | \$ 336.00   |
| 146   | Other Activities | SES    |              |           |           | Learning Fair               | Advisor     | 0.0056     | \$ 272.00   |
| 147   | Other Activities | SES    |              |           |           | Musical                     | Director    | 0.0069     | \$ 336.00   |
| 148   | Other Activities | SES    |              |           |           | Social Media                | Coordinator | 0.0082     | \$ 399.00   |
| 149   | Other Activities | SES    |              |           |           | Spelling Bee                | Advisor     | 0.0056     | \$ 272.00   |
| 150   | Other Activities | SES    |              |           |           | Yearbook                    | Advisor     | 0.0069     | \$ 336.00   |
| 151   | Other Activities | TES    |              |           |           | Learning Fair               | Advisor     | 0.0056     | \$ 272.00   |
| 152   | Other Activities | TES    |              |           |           | Musical                     | Director    | 0.0069     | \$ 336.00   |
| 153   | Other Activities | TES    |              |           |           | Social Media                | Coordinator | 0.0082     | \$ 399.00   |
| 154   | Other Activities | TES    |              |           |           | Spelling Bee                | Advisor     | 0.0056     | \$ 272.00   |
| 155   | Other Activities | TES    |              |           |           | Yearbook                    | Advisor     | 0.0069     | \$ 336.00   |
| 156   | Leadership Team  | WHS    |              |           |           | Leadership Team (7-9 count) | Member      | Per Member | \$ 350.00   |
| 157   | Leadership Team  | WJH    |              |           |           | Leadership Team (7-9 count) | Member      | Per Member | \$ 350.00   |

| Count | Season          | School | Boys<br>&<br>Girls | Position | Level | Sport/Activity              | Title  | Index      | Pay       |
|-------|-----------------|--------|--------------------|----------|-------|-----------------------------|--------|------------|-----------|
| 158   | Leadership Team | WES    |                    |          |       | Leadership Team (7-9 count) | Member | Per Member | \$ 350.00 |
| 159   | Leadership Team | MES    |                    |          |       | Leadership Team (7-9 count) | Member | Per Member | \$ 350.00 |
| 160   | Leadership Team | SES    |                    |          |       | Leadership Team (7-9 count) | Member | Per Member | \$ 350.00 |
| 161   | Leadership Team | TES    |                    |          |       | Leadership Team (7-9 count) | Member | Per Member | \$ 350.00 |

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