Master Agreement

2025-2027

Between

Western School Corporation

And

Western Education Association

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ARTICLE I RECOGNITION

Section 1.

The Board of School Trustees of the Western School Corporation hereby recognizes the Western Education Association as the exclusive representative for all members of the certificated employee bargaining unit. The certificated bargaining unit shall include all full-time and part-time certificated school employees as defined in IC 20-29 except for: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Athletic Director, School Nurse, Technology Director, Director of Exceptional Learners and Testing, Director of Counseling, Curriculum Director/Secondary Instructional Coach, Technology Integrators, KASEC Director, Special Projects Administrator, and KASEC Assistant Director.

Section 2.

Definitions.

A. The term "teacher" when used in this Agreement shall refer to members of the certificated bargaining unit as set forth in Section 1 of this Article.

B. The terms "board" and "association" shall include authorized officers, representatives and agent.

C. The term "School Corporation", when used in this Agreement, shall refer to the Western School Corporation in the county of Howard in the State of Indiana.

D. The term "workday" shall mean any day that teachers are required to be in attendance at school.

Section 3.

Teachers who are contracted on less than a full-time basis shall receive compensation, benefits, and leaves on a pro rata basis. In the event a part-time teacher accepts a position listed in Appendix B, the extracurricular schedule, such teacher shall receive the full amount of compensation for said position.

ARTICLE II BOARD'S RIGHTS

The Association recognizes that the Board retains and reserves the full right, responsibility and authority to manage and direct all the operations and activities of the school corporation provided that such rights, responsibilities and authority are exercised in conformity with the provisions of this Agreement.

ARTICLE III PROFESSIONAL COMPENSATION

Section 1. Salaries for the 2026-2027 School Year

The salaries of teachers covered by this Agreement are set forth in Appendix A.

Section 2. Conference/Graduate Course Expense Reimbursement

Each teacher may discuss with his/her principal educational conferences and graduate course work relating to their educational field. The Board shall provide up to Three Hundred ($300) per teacher each year for expenses to conferences (excluding the cost of a substitute) and/or graduate courses at a rate of $100 per semester hour, not to exceed the allotted amount, pursuant to subparagraphs A and B below as applicable. The "year" is to be computed from July 1 to June 30.

A. Conference Reimbursement.

If, in the principal's judgment, the advantages to the pupils outweigh the disadvantages of the absence, a request for professional improvement form, found in Appendix E, shall be prepared and submitted to the Board for approval.

1. Expenses must be claimed on regular mileage claim form and by receipts attached to a regular claim form.

2. The request for permission to attend the conference shall be submitted for school board approval at least one (1) week prior to the regular school board meeting prior to the conference. In the event this is not possible, the request for permission to attend must be approved by the Superintendent of Schools.

B. Graduate Course Reimbursement:

1. For reimbursement, approval of the course(s) in writing must be obtained from the superintendent prior to enrollment in (payment for) the course(s) for consideration (Appendix F). Generally, graduate courses must be in the subject area of the teacher's current license or in an area that may be added to the license. The Superintendent may approve other courses on an individual basis.

2. Graduate course work must be from an accredited college or university granting semester or quarter hours.

3. The teacher will be reimbursed for approved course(s) upon presentation of a receipt showing tuition paid by the teacher plus a final grade report of a "B-" or better.

Section 4. Extracurricular

All extracurricular positions created by the Board shall have salaries negotiated by the Association and the Board and/or its representatives. The schedule of additional teacher compensation for extracurricular time and responsibilities is set forth in Appendix B and incorporated in this Agreement. If two (2) or more teachers share additional time and responsibility for the same extracurricular activity, the scheduled compensation shall be apportioned between them on a pro rata basis.

Section 5. Supplemental Service Teacher's Contract

A. All teachers of summer school, teaching state approved credit courses, shall be issued a supplemental service teacher's contract. The teacher shall be paid at the teacher's individual hourly rate of pay on a supplemental service teacher's contract. This pay is based on a 4-hour day.

Section 6. Payroll Options

A. Teachers shall elect to be paid in twenty-six (26) or twenty-two (22) equal bi-weekly payments.

   This election will remain in effect for the entire year and will continue year to year thereafter unless the finance office is notified in writing by August 1 of any year that the teacher wishes to change the elected pay option. Both the twenty-six (26) and twenty-two (22) payroll options shall be made by direct deposit into the individual teacher bank account identified by the teacher. Each teacher shall have the right to change the bank account into which the Board deposits their payroll check upon seven (7) days written notice to the payroll office.

B. Newly employed teachers will be informed of these two (2) pay options and shall select one or the other within two (2) weeks of their employment.

C. Teachers will be notified of the school corporation's pay schedule for the ensuing year by July 15 of each year.

Section 7. Compensation for Textbook Adoption Committees and Related Curriculum Writing

Teachers selected to serve on the 2025-2026 textbook adoption committee(s) shall be paid an hourly rate using the following formula (beginning teacher salary divided by 183 divided by 6.83) for adoption committee work. In no event shall the teacher's pay exceed 10 hours of work for service on any textbook adoption committee, in any one school year. Teachers selected for related summer curriculum writing shall be paid an hourly rate using the same formula for textbook adoption committee work. Teacher's will be paid 30 hours of work for summer curriculum

writing unless approved by Administration for additional hours. When mutually agreed upon by the teacher and the teacher's principal, the teacher may waive the hourly payment and perform curriculum writing on release time (not to exceed one instructional day).

Section 8. Edmentum, or Similar Credit Recovery Software and HQ Facilitating Teacher Compensation

Highly Qualified (as defined by the No Child Left Behind regulation) Facilitating Teachers will be paid at a rate of $75.00 for each student who is enrolled in an Edmentum course for which they serve as the facilitating teacher. The $75.00 stipend per student would also apply to highly qualified teachers who are facilitating an Edmentum course for a homebound student. The facilitating teacher will be responsible for curriculum oversight, grading of written work, and determination of final grade. If the highly qualified teacher is assigned the equivalent of a class period, or periods, (including summer school) of multiple students taking Edmentum courses and serving as both operational and facilitating teacher, he/she would be compensated according to their hourly rate.

Section 9. Compensation for Open House Attendance

Teachers shall be paid an hourly rate using the following formula (beginning teacher salary divided by 183 divided by 6.83) for up to two hours for their open house attendance, as scheduled by their building principal.

Section 10. Background Checks

The Board shall pay the cost of any and all expanded criminal history background checks and expanded child protection index checks (exception – pre-employment checks) that are required by the School Corporation or per IC 20-26-5-10.

Section 11. CPR Certification

The Board shall pay for and provide CPR certification and/or recertification for all teachers as
required by the School Corporation or for the teacher's license renewal.

Section 12. Ancillary Duty Pay

Ancillary duties (i.e. curriculum writing, attendance at Open House or Back to School Night, etc.) performed prior to ratification and Board Approval of 2025-2027 Teacher Contract will be computed on the base pay of the previous year. Ancillary duties performed after ratification and Board approval of 2024-2025 Teacher Contract will be computed on the base pay of the current contract. Ancillary Duty Pay is calculated by taking the beginning teacher salary divided by 183 divided by 6.83. Technology Presentation Stipend – Building level technology presentations will be coordinated by the Technology Integrator. Availability to have 3 presentations per

building per year involving 3 presenters each time for a total of 12 presenters each cycle. (The preceding two sentences are for informational purposes only and were not bargained). Compensation is at the ancillary duty pay with one hour paid for preparation and one hour for the presentation if outside of the presenters' contractual time.

Section 13. Class Coverage

A teacher in middle or high school who is assigned by administration to cover a class for another teacher, either during his/her prep or during his/her class period, will receive ancillary pay per period covered. An elementary teacher who is assigned by administration to cover a class for another teacher during their prep period will receive ancillary pay for that period of time. This money will be paid in a regular check.

ARTICLE IV INSURANCE

Section 1. Insurance Benefits

A. For the 2025-2027 school years, the Board will provide a High Deductible Health Insurance Plan in conjunction with a Health Savings Account. The Board will pay the following toward the medical premiums for the 2025-2027 school years:

- Six thousand eight hundred and sixty-six dollars ($6,866) toward the medical insurance premium for those teachers selecting Plan A-Employee Only Coverage during the school year.
- Eleven thousand three hundred eighty-two dollars ($11,382) toward the medical insurance premium for those teachers selecting Plan A-Employee and Dependent Coverage during the school year.
- Fifteen thousand dollars ($15,006) toward the medical insurance premium for those teachers selecting Plan A-Employee and Spouse Coverage during the school year.
- Sixteen thousand five hundred and fifty-eight dollars ($16,558) toward the medical insurance premium for those teachers selecting Plan A-Employee and Family Coverage during the school year.
- In the event that two full time teachers are spouses of one another, the Board will contribute up to twenty-one thousand eight hundred seventy-two dollars ($21,872) toward two Plan A – Employee Only Medical Plans, or twenty-three thousand four hundred twenty-four dollars ($23,424) toward one Plan A – Employee and Family Medical Plan.

  The Board will contribute Seven Hundred and Fifty Dollars ($750) to each teacher's Health Savings Account who enrolls in the school health plan 3 or 4 which includes new hires on a prorated basis.

B. Insurance Plan A: Teachers will be offered a High Deductible Health Insurance Plan, provisions equal to the Comprehensive Major Medical offered by Physicians Health Network (QP52-09) in conjunction with a Health Savings Account and Major Dental.

C. A teacher will have the option of either single or family coverage for Dental, at the teacher's expense regardless of their choice on Plan A Major Medical Coverage.

D. The Association pledges to work cooperatively with the administration to continue to study the cost of health insurance and to mutually arrive at any needed changes in order to preserve the financial health of the corporation.

E. The Association and the administration will continue to work cooperatively looking for ways to cut the cost of health care by looking into a health clinic for the Western School Corporation Employees.

F. A teacher will have the option of either single or family coverage for Vision Insurance, regardless of their choice on Major Medical Coverage. The Board will provide to those teachers selecting Vision Insurance the full cost of a single or family membership at the cost of the plan.

Section 14.

The Board will provide to those teachers selecting Plan B the full cost of a Fifty Thousand Dollar ($50,000) term life insurance policy and dental insurance single or family membership at the cost of the plans (not to exceed the single Plan A Board Contribution) of one dollar ($1.00) per annum per teacher. Insurance Plan B: Provisions equal to the Dental Plan offered by Delta Dental to the Western School Corporation on June 1, 2025.

Section 15.

The Board will pay the cost of long-term disability for all teachers and the long-term disability shall have a ninety (90) day elimination period, provide monthly benefits equal to sixty-six and two-thirds percent (66 2/3%) of the teacher's base compensation calculated from the basic salary schedule with a maximum benefit of Three Thousand Fifty-six Dollars ($3,056) per month, and provide accident and sickness benefits to be paid up to the age of sixty-five (65) or five (5) years, whichever is greater; but not beyond the age of seventy (70) provided said coverage can be secured at the premium cost of forty-five cents ($.45) per month per One Hundred Dollars ($100) of covered monthly salary. There shall be a social security freeze and COLAs shall not be subtracted from monthly benefits. It will not correlate with the Indiana Teachers Retirement Fund.

Section 16. Payroll Deduction

Teacher's contribution toward insurance benefits provided for in this Article will be deducted beginning with the second paycheck of the school year in twenty (20) equal installments from their pay.

Section 17. Election of Plan B Benefits

Those teachers enrolled in Plan A may enroll in any of the coverages in Plan B at their own expense if the carriers provide that option.

Section 18. Open Enrollment

An open enrollment period shall be held for newly hired teachers from August 1 through October 1 each year and the Board will make its insurance contribution for newly hired teachers based upon their selection of either Plan A or Plan B effective the first paycheck of the school year.

Section 19. Continuation of Insurance Benefits

Teachers on approved, unpaid leaves of absence for more than one (1) month shall have the option to continue in any or all of the insurance programs provided for in this contract by paying the premiums at their own expense in a manner directed by the business office.

Section 20. Insurance Committee

If the Insurance Trust were to dissolve, an insurance committee consisting of three (3) members appointed by the President of the Association and three (3) members appointed by the Superintendent will review and study insurance benefits and make a written recommendation to the Board as needed. The Board will make the final determination of the insurance carrier.

Section 21. Section 125

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting. An amount not to exceed twenty-five percent (25%) of salary may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical, long-term disability, short-term disability, Section 79 Life, non-reimbursable medical and dependent care. The plan will be administered through an insurance carrier selected by the Board. All administration fees for participation in the plan shall be paid by the plan participants.

ARTICLE V LEAVES OF ABSENCE

Section 1. Sick Leave

Each teacher on a regular teaching contract shall be credited with eleven (11) days sick leave without loss of pay at the beginning of each school year. The leave may be used for personal illness or disability of a teacher or for personal illness or disability involving a member of the teacher's immediate family. Immediate family is defined as father, mother, brother, sister, child, grandparent, grandchild, these same relatives by marriage, spouse, or any person for whom the teacher is a court appointed guardian. All leaves taken shall be debited against such sick leave, and shall be taken in not less than one-half (1/2) day increments.

A. Unused annual sick leave shall accumulate to not more than one hundred eighty-three (183) days. Accumulated sick leave may only be used for absences caused by the personal illness or disability of a teacher, with the exception that up to five (5) days may be used for the personal illness or disability involving an immediate family member.

B. Sick leave accumulated by a teacher prior to a leave of absence of not more than one (I) year shall be credited to that teacher upon return to school duties.

C. The Board may request a teacher to provide a medical certificate of illness or disability. If a teacher requests use of accumulated sick leave beyond five (5) days, under (A) above, for an immediate family member, medical certification will be required for approval by the Superintendent.

D. A teacher returning from a leave of absence of more than five (5) days granted for reasons of health or physical disability may be requested to furnish a medical certificate of fitness before resuming school duties.

E. A teacher who is absent fifteen (15) days during a school year may be requested to furnish for all subsequent absences, a medical certificate stating the cause of the illness or disability and the period the teacher was unable to work because of that disability. Days taken in excess of fifteen (15) days during a school year without the requested medical certificate may result in loss of pay for the days missed.

F. If sick leave is used while the teacher is receiving worker's compensation benefits, the School Corporation will continue its practice of coordinating sick leave with the worker's compensation benefits.

G. The employee shall designate in online platform whether the employee's absence is due to personal illness or disability, or family illness or disability.

H. If a teacher is teleworking or working remotely with administrative approval, no leave days will be charged.

For Informational Purposes Only: Administration and the Union will study and review PTO.

Section 2 . Anticipated Temporary Medical Disability

When sick leave is to be taken for hospitalization planned in advance of a teacher's absence, and/or convalescence and recuperation from physical disability, the teacher's attending physician must certify the cause of disability and the period the teacher is unable to work because of that disability.

I. Disability leave beyond any accumulated sick leave shall be available, without pay and consistent with state law, for such reasonable further period of time as an employee is determined by an attending physician to be disabled from performing school duties because of a temporary physical disability.

Section 3. Personal Leave

Each teacher shall be granted four (4) days, accumulative to six (6) days, of personal leave without loss of pay during a school year, subject to the following conditions:

J. Personal leave shall not be taken in less than one-half (1/2) day increments.

K. Whenever possible, notification of personal leave shall be made at least two (2) days prior to such leave.

L. Days in excess of six (6) will be transferred to sick leave. These days shall not increase the maximum total accumulated sick leave days of one hundred eighty-three (183).

M. If a teacher requests leave, for an urgent/immediate need, beyond the accumulated personal days available then they may request use of his/her sick days to be used with approval by the Superintendent up to a maximum of 3 days. The teacher will be asked to submit the request in writing. Bereavement leave is excluded from this particular leave (see Section 6 below).

N. Employees who take personal leave on the workday(s) immediately before or after a school break of three (3) or more days will be charged two (2) personal leave days. Taking a partial day prior to, or after, a school break of three (3) or more days will not be an option. If the employee does not have sufficient personal leave available, the additional time will be taken as unpaid leave. The only exception is for unplanned illness. In such a case of unplanned illness, the employee may be asked to provide a note from a Medical Provider within two (2) business days following return to work.

Section 4. Adoptive and Non-Birthing Parent Leave

Employees who have worked twelve (12) consecutive months prior to a birth or adoption are eligible for a paid leave of absence for up to four weeks (4) to be taken within twelve (12) weeks of the birth/adoption. Following the four (4) paid weeks, the employee is eligible for an additional eight (8) weeks unpaid. The leave days must be taken in consecutive days unless otherwise approved by the administration.

This paid leave above also applies to Section 8 birthing mother taking pregnancy leave.

If the necessity for leave is foreseeable based on the expected birth or placement, the teacher shall provide the Superintendent with not less than thirty (30) days' notice before the date of the leave is to begin, except if the date of birth or placement requires the leave to begin in less than thirty (30) days, the teacher shall provide such notice as is practicable. Final approval of dependent leave rests with the Superintendent or designee. The School Corporation reserves the right to limit or deny requests to ensure the best interests of students and uninterrupted school operations.

Section 5. Bereavement Leave

A leave, not to exceed eight (8) working days, is granted to teachers in the event of the death of a father, mother, spouse, child (including miscarriage) or these same relatives by marriage. In case of death in the immediate family, a teacher shall be entitled to be absent without loss of compensation for not more than five (5) working days. Immediate family is defined as brother, sister, grandparent, grandchild, these same relatives by marriage or any person for whom the teacher is a court appointed guardian. In the case of the death of an aunt, uncle, niece or nephew by blood or marriage, a teacher will be granted one (1) day of leave without loss of compensation.
Regular bereavement leave shall not extend beyond more than a year after death. If a teacher needs additional time, such teacher may make a written request through the Superintendent to the Board, which may grant an extension of leave without pay. If the teacher provides notice of the need for bereavement leave during the three (3) calendar weeks after death, then one (1) business day can be utilized for bereavement leave within 90-days after death.

Section 6. Jury Duty Leave

The salary of a teacher required to serve on jury duty will be the difference between the teacher's regular salary and the remuneration received for jury duty.

Section 7. Special Leaves

A tenured teacher may be granted a year's leave of absence without pay for health, education, travel or personal reasons. Any teacher may be granted a leave of absence without pay for periods of up to one (1) school year when justifiable reasons exist. In granting such leaves, the Board may attach conditions to include but not be limited to the minimum and maximum period of leave and earliest and latest date of return. A teacher who is refused a leave shall be informed of the reasons. The request for a leave under this Section must be submitted in writing through the Superintendent to the Board prior to May 15 of the year requested, unless extenuating circumstances make this impossible. A teacher returning from such leave shall have accrued benefits restored. Any leave of absence will be granted with the understanding that it is a leave of absence from the school corporation and not from a particular position. Upon a teacher's return from leave, reasonable efforts will be made to return that teacher to the same or comparable position held before the leave. When this is not possible in the Board's judgment, the returning teacher shall be offered another bargaining unit position. A teacher's refusal to accept such a position shall constitute resignation. Special consideration will be given to leaves for governmental positions.

Section 8. Pregnancy Disability Leave

A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the following:

A. Any teacher who is pregnant shall be granted a leave of absence anytime between the commencement of her pregnancy and one (1) year following the birth of the child, if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall notify the Superintendent of the expected length of the leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this Section, immediately on her request and the certification of the emergency from an attending physician.

B. All or part of a leave taken by a teacher because of a temporary medical disability connected with, or resulting from her pregnancy may, at the teacher's option and as applies to Sections 1 & 2 be charged to her available sick leave. However, the teacher is not entitled to take accumulated sick leave days when the teacher's attending physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay.

Section 9. Sick Leave Bank

The Sick Leave Bank has been established to benefit members of the bargaining unit. Provisions for this bank are set forth in Appendix D and incorporated as part of this Agreement.

Section 10. Association Leave Days

The Association will be provided up to twelve (12) school days for conducting Association business provided:

A. The Association makes a written request for each leave day at least two (2) school days prior to the date of the requested leave, except in the case of emergency.

B. No more than two (2) teachers, per building, may request an Association leave day for the same school day.

C. The Association pays the cost of the substitute employed to replace the teacher on Association leave.

ARTICLE VI RETIREMENT PAY

Section 1. Access to Retiree Health

A. This Section shall apply to any teacher retiring from the School Corporation on or after the earlier of (i) attainment of age 50 plus total ISTRF service equal to 15, (ii) attainment of age 55 plus age and total ISTRF service equal to 85 or more, (iii) attainment of age 60 plus total ISTRF service equal to 15, or (iv) attainment of age 65 plus total ISTRF service equal to 10, but in no event will eligibility occur without the completion of 10 years with the School Corporation.

B. Any such teacher shall be eligible to continue in the group's medical, dental, and vision plans until the teacher is eligible for Medicare by contributing the full premium owed the insurance carrier directly to the School Corporation a minimum of one (1) month in advance. For example, payment for insurance covering the period 1 through 30 of September must arrive at the Payroll Department of the School Corporation on or before August 1.

C. A retired teacher who is eligible for insurance coverage may elect to have the teacher's spouse covered under the health insurance program at the time the teacher retires. The coverage of the teacher's spouse will not be affected by the death of the retired teacher and he/she will be allowed to remain on the plan until eligible for Medicare. The coverage of the teacher's spouse will not be affected if the retiree reaches Medicare eligibility before the spouse. The

spouse will be allowed to remain on the plan and would be allowed to go to a single plan. The surviving spouse's eligibility ends on the earliest of the following:

1. When the spouse becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 ET SEQ.

2. When contractually, the employer terminates the health insurance program.

3. The date of the spouse's remarriage.

Once a retiree or their spouse terminates insurance there is no re-entry.

Section 2. $2,000 Retirement Pay

A. This Section applies to all teachers. If a teacher meets the following qualifications he/she shall be paid a one-time stipend of $2,000.00 in their last contract:

1. The teacher must declare their intent to retire by March 1 of their last school year. The parties may mutually waive the March 1 required notice date on a case-by-case basis.

2. The teacher must complete at least 10 years with the School Corporation.

3. The teacher must have attained retirement age, which is the earlier of: (i) attainment of age 50 plus total ISTRF service equal to 15 or more, (ii) attainment of age 55 plus age and total ISTRF service equal to 85 or more, (iii) attainment of age 60 plus total ISTRF service equal to 15, or (iv) attainment of age 65 plus total ISTRF service equal to 10.

4. For a retired teacher returning to teaching within the same corporation, the School Corporation will continue to contribute half of the employer contribution previously paid to ISTRF, on behalf of the teacher, to a 401 (a). The contribution to the 401 (a) will be made on an annual basis at the end of the school year and will be prorated if the employee does not complete the term of their contract.

Section 3. Annual Contribution to 401(a) Plan

A. This Section applies to all teachers.

B. Each year the School Corporation shall pay two percent (2%) of the teacher's contract salary as scheduled, excluding extracurricular and supplemental contracts, to the teacher's 401(a) plan.

C. This account will be immediately vested.

D. School contributions will be paid at the end of the school year. Any teacher who leaves the school corporation prior to the completion of the school year forfeits the contribution on a pro rated amount.

Section 4. Retirement Committee

A committee of the President of WEA, three (3) teachers appointed by the WEA, the Superintendent of Schools, and three (3) additional persons appointed by the Superintendent of Schools will determine the 401(a) vendor(s) and monitor and analyze the retirement provisions established within the Master Agreement.

ARTICLE VII TRAVEL ALLOWANCE

Section 1. Use of Private Automobile

A teacher who is authorized in writing to use a private automobile in the conduct of assigned school duties shall be reimbursed at the standard IRS rate per mile traveled. Mileage shall be computed according to the shortest map distance between the points traveled. Mileage allowance, in this Section, is computed only after the person has reached his or her initial established work location for that day and specifically excludes traveling to and from such established work location.

Section 2. School Liability Insurance Extended to Teachers

When teachers are authorized to use private automobiles for the purposes enumerated in Section1 the Board's liability insurance shall extend to such teachers.

ARTICLE VIII GRIEVANCE PROCEDURE

Section 1. Intention of Grievance Procedure

This grievance procedure is intended to supplement, but not supplant, routine procedures for resolving personnel problems at the lowest possible administrative level. The formal grievance procedure shall be employed only after other means to resolve problems satisfactorily have not been successful.

Section 2. Definitions

A. Grievance: A claim by one or more teachers that a clause, provision or article of this Agreement has been violated or misapplied in such a way as to personally and adversely affect the teacher or group of teachers.

B. Grievant: A teacher or group of teachers asserting a grievance. The Association may be a grievant if the affected teacher(s) also sign the grievance form at each step of the grievance procedure.

C. Party in Interest: Any Board employee who might be required to take action, or against whom action might be taken, in order to resolve a grievance.

D. Working Day: Any day that the teachers are required to be in attendance at school.

Section 22. General Provision

A. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level of the grievance procedure should be considered as a maximum and every effort should be made to expedite the process. The time limits specified, however, may be extended by mutual agreement.

B. A grievant must initiate formal action within fifteen (15) working days of the time he had knowledge, or reasonably should have had knowledge, of the act of omission giving rise to the grievance. Any grievance not appealed to the next step of the procedure within the prescribed time limits shall be considered settled on the basis of the answer given the preceding step.

C. A grievant must be present at all stages of the grievance procedure, but may be represented by the Association, or by a person of his choice.

D. Nothing in this Agreement shall prevent a teacher or group of teachers from seeking resolution of a complaint without recourse to this grievance procedure.

Section 23. Procedures

A. Informal Resolution.

When a teacher or group of teachers has a complaint, an informal conference with the Principal will be requested. Principals shall grant at least one such conference. Additional conferences should be held if it appears that resolution of the complaint may be achieved without resort to the formal grievance procedure. At any time within ten (10) working days after the last mutually agreed upon conference, the grievance procedure may be invoked if the complaint has not been resolved satisfactorily.

B. Step 1 - Formal Grievance.

A grievant may invoke the grievance procedure by filing a completed grievance form with the Building Principal and submitting a copy to the Superintendent.

Grievance forms will be provided by the Board and will be available at all school buildings. The grievant shall provide:

1. A description of the specific grounds of the grievance, including all information necessary for a complete understanding of the grievance.

2. The reasons why the Principal's proposed resolution of the complaint is unsatisfactory.

3. The specific action(s) requested to remedy the grievance.

4. A request for a formal conference with the Principal, if desired.

   If the Principal so desires he may request a conference with the grievant and the party in interest, if any. If either the grievant or the Principal requests a conference, the request shall be granted.

   The Principal shall present a written decision to the grievant and a copy to the Superintendent and the Association President, within ten (10) working days after receipt of the written grievance, or within ten (10) working days following a conference with the grievant, if such is held.

C. Step 2 - Appeal.

Within ten (10) working days after receiving the immediate supervisor's written decision, or if no decision has been made at Step 1 in the time period specified, the grievant may appeal in writing to the Superintendent. Information shall include in addition to that required in Step 1:

1. The complete file of formal actions, supporting papers, memoranda, letters and other documentary materials constituting the record of Step 1.

2. The reasons why the immediate supervisor's decision on the grievance is unacceptable.

3. A request for a formal conference with the Superintendent, if desired.

   If the Superintendent so desires, he may request a conference with the grievant and such other persons as may be involved or affected by the grievance. If either the grievant or the Superintendent requests a conference at Step 2, the request must be granted.

   The Superintendent shall present a written decision to the grievant within ten (10) working days after receipt of the grievance appeal, or within ten (10) working days after a conference with the grievant, if such is held. Information copies of the decision shall be sent by the Superintendent to any representative of the grievant and to the party in interest, if any.

D. Step 3 - Binding Arbitration.

Within twenty (20) working days of the Superintendent's decision, if the grievant is not satisfied with the decision on the grievance by the Superintendent, the grievance may be submitted to arbitration before an impartial arbitrator by the Association making in writing a demand for arbitration to the president of the Board. The arbitrator shall be selected by the AAA in accordance with all rules which shall likewise govern the arbitration procedure. The arbitrator shall have no power to alter, add to or subtract from the terms of the Agreement. The arbitrator's report will be binding. The fees and expense of the arbitrator, in all cases, shall be shared equally by the grievant and the Board.

E. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant.

F. The parties mutually agree to exchange relevant information to aid disposition of grievances brought pursuant to this Article at each step of the grievance procedure.

ARTICLE IX SEVERABILITY

If any provision of this Agreement, or any application of this Agreement to a teacher or group of teachers is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE X GENERAL PROVISIONS

Section 1.

The Board and the Association agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and that no additional negotiations on this Agreement will be conducted on any item, whether contained herein or not, except by mutual consent.

Section 2.

This Agreement shall supersede any rules, regulations, or practices of the Board that are contrary to or inconsistent with the terms of this Agreement.

Section 3.

Any individual contract between the Board and any individual teacher shall be expressly subject to the terms of this Agreement.

ARTICLE XI TERMS OF AGREEMENT

Section 1. Term of Agreement

This Agreement shall become effective on August 1, 2026, and shall remain in full force and effect until June 30, 2027, except as otherwise expressly provided herein.

Section 2. Reopener Provision

Notwithstanding the foregoing, the Parties agree that this Agreement shall be subject to limited reopening during formal bargaining in the Fall of 2026. Such reopening shall be for the exclusive purpose of negotiating the following subjects:

1. Salaries and wages; and

2. The Board's contribution toward medical insurance.

3. Mutually agreed upon language

No other provisions of this Agreement shall be subject to renegotiation during the reopener period, and all other terms and conditions shall remain in full force and effect until the expiration date set forth in Section 1.

Section 3. Continuity of Agreement

Except as modified through the limited reopener bargaining described in Section 2, all provisions of this Agreement shall remain binding upon the Parties and enforceable through June 30, 2027.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on _8/18/26_____ and electronic participation from the parties and/or public was not permitted; and

2. A public meeting in compliance with I.C. 20-29-6-19 was held on _10/8/26_____ to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

3. A public meeting in compliance with I.C.20-29-6-19 was held by the Board on the date set forth below __10/13/26_____ for ratification of the tentative agreement. Electronic participation was not available.

Made and entered into in Howard County by and between the Board of School Trustees of the Western School Corporation and the Western Education Association, both of Howard County, Indiana and so attested to by their signatures below.

BOARD OF TRUSTEES OF THE
WESTERN SCHOOL CORPORATION
Date Board ratified: 10/13/26

WESTERN EDUCATION ASSOCIATION
Date Association ratified: 10/1/26

Western Education Association

Brad Bennett

Kelsey Holt

Kim Keech

Jennifer Duke

Western Board of Trustees

Lynn Hale

Jeff Newby

Scott Cook

APPENDIX A 2026-2027 School Year Salary

1. Eligibility: In order to be eligible for a salary increase, a teacher must not have received an evaluation rating of Needs Improvement for Ineffective on his/her evaluation for the previous school year. Teachers returning from a leave of absence who received at least an effective evaluation prior to their leave shall also be eligible. Teachers who received an evaluation rating of Needs Improvement or Ineffective are not eligible to receive any raise, except those teachers in their first two years of service to the corporation.

2. Factors:

   The maximum amount available for a base salary raise in 2026-2027 is $2,002 and the below factors will be used.

   A. Evaluation :
   In order to meet the Evaluation factor, a teacher must not have received an evaluation rating of Needs Improvement for Ineffective on his/her evaluation for the previous school year.

   B. Experience:
   In order to meet the Experience factor, the teacher must meet the INPRS rules for a year of service during the previous school year and must continue to be employed by the Western School Corporation for the current school year.

   C. Academic Need:
   The Corporation has identified educational continuity, accomplished by retaining eligible teachers, as an academic need.

   D. Evaluation :
   In order to meet the Evaluation factor, a teacher must not have received an evaluation rating of Needs Improvement for Ineffective on his/her evaluation for the previous school year.

   E. Experience:
   In order to meet the Experience factor, the teacher must meet the INPRS rules for a year of service during the previous school year and must continue to be employed by the Western School Corporation for the current school year.

   F. Academic Need:
   Participation in at least three (3) school days of professional development provided by the school corporation, designed to improve student outcomes. If a teacher misses a required professional development day for an acceptable

reason, as determined by building administration, the administration will work with the teacher to identify an appropriate make-up learning opportunity. A teacher may make up no more than one professional development day per school year unless an exception is approved by administration due to extenuating circumstances.

3. Compensation Range and Increase Amounts:
   The salary range was $46,000 - $75,555 prior to increases under this Agreement The new salary range becomes $46,650 - $76,210 under this Agreement for the 2025-2026 school year.

   A. An eligible will transition to the 2025-2026 Compensation Table, resulting in a salary increase ranging from $650 and $2,002. This increase is attributed as follows to the factors defined in section 2:

      1. The Evaluation factor shall account for 40% of the total increase.
      2. The Experience factor shall account for 50% of the total increase.
      3. The Academic Needs factor shall account for 10% of the total increase.

   B. For the 2026-2027 school year, teachers will transition to the new compensation schedule from the 2025-2026 compensation schedule. The salary range was $46,650 - $76,210 prior to increases under this Agreement The new salary range becomes $46,910 - $76,210 under this Agreement for the 2026-2027 school year.

   C. An eligible teacher will transition to the 2025-2026 Compensation Table, resulting in a salary increase ranging from $1260 and $1350. This increase is attributed as follows to the factors defined in section 2:

      4. The Evaluation factor shall account for 40% of the total increase.
      5. The Experience factor shall account for 50% of the total increase.
      6. The Academic Needs factor shall account for 10% of the total increase

   D. A retiree will be placed at a level on the salary schedule in consultation with the Association President and the Superintendent. This does not include Western retiree with no break in employment

   E. Any eligible teacher who was receiving the maximum salary under the prior year's agreement shall receive a one-time stipend of $1,350 spread out equally across the remaining pays.

   F. Any eligible teacher who is in rows F-W shall receive a one-time stipend of $260 in the last check of the year.

4. Literacy Endorsement: In addition to the increases described above, a teacher in the first year of possessing the literacy endorsement by September 1 receives a base salary increase of $200.

2025-2026 Compensation Table (The rows do not represent years of experience or the ability for future row changes)	
A	$46,650
B	$47,650
C	$48,650
D	$49,650
E	$50,650
F	$51,910
G	$53,260
H	$54,610
I	$55,960
J	$57,310
K	$58,660
L	$60,010
M	$61,360
N	$62,710
O	$64,060
P	$65,410
Q	$66,760
R	$68,110
S	$69,460
T	$70,810
U	$72,160
V	$73,510
W	$74,860
X	$76,210

2026-2027 Compensation Table (The rows do not represent years of experience or

the ability for future row changes)	
A	$46,910
B	$47,910
C	$48,910
D	$49,910
E	$50,910
F	$51,910
G	$53,260
H	$54,610
I	$55,960
J	$57,310
K	$58,660
L	$60,010
M	$61,360
N	$62,710
O	$64,060
P	$65,410
Q	$66,760
R	$68,110
S	$69,460
T	$70,810
U	$72,160
V	$73,510
W	$74,860
X	$76,210

5. New Teacher Starting Salary
   To establish a new teacher's starting salary from the ratification date through the remainder of the term of this Agreement:

   A. See the New Teacher Salary Placement Table in E.
   B. Up to 10 years of verified (120+ days/year at 25+ hours/week) job related clinical and medical experience outside of education will count toward placement on the salary table for Speech Language Pathologists, School Psychologists, Occupational Therapist and Physical Therapists.
   C. Nine months of military service between July 1 and June 30 of any given year is counted as one-year experience up to a maximum of four (4) years

of total service credit awarded.

D. Teachers new to the Corporation will not be placed above or below where a teacher of the same experience and education is currently placed.

E. In addition to the salary set forth herein the school employer agrees to pay the required teacher's three per cent (3%) contribution to the Indiana Teachers Retirement Fund.

2026-2027 New Teacher Salary Placement Table

	Experience	BS	BS+15	MS - For teachers who received MS Degree before 7/1/2016	MS+24 - For teachers who received MS Degree and 24 hours beyond MS before 7/1/2016
A	0	$46,910	$46,910	$47,910	$48,910
	1	$46,910	$46,910	$47,910	$48,910
B	2	$47,910	$47,910	$48,910	
C	3	$48,910	$48,910		
	4	$48,910	$48,910		
	5	$48,910	$48,910		$50,910
	6	$48,910	$48,910	$50,910	
D	7				$53,260
E	8	$50,910	$50,910	$53,260	$54,610
F	9			$54,610	$55,960
G	10	$53,260	$53,260	$55,960	$57,310
H	11	$54,610	$54,610	$57,310	$58,660
I	12	$55,960	$55,960	$58,660	$60,010
J	13	$57,310	$57,310	$60,010	
K	14	$58,660	$58,660		$62,710
L	15	$60,010	$60,010	$62,710	$64,060
M	16	$60,010		$64,060	$65,410
N	17	$60,010	$62,710	$65,410	$66,760
O	18	$60,010	$64,060	$66,760	$68,110
P	19	$60,010	$65,410	$68,110	$69,460
Q	20	$60,010	$66,760	$69,460	
R	21	$60,010	$66,760		
S	22	$60,010	$66,760		$73,510
T	23	$60,010	$66,760	$73,510	
U	24	$60,010	$66,760		$76,210
V	25	$60,010	$66,760	$76,210	$76,210
W	26	$60,010	$66,760	$76,210	$76,210
X	27	$60,010	$66,760	$76,210	$76,210

F. General Salary Procedures and Stipend Information

1. Teachers receiving and then possessing their Master's, Equivalent or Beyond Degree after July 1, 2016, as outlined in IC 20-28-9-1.5 will receive a stipend in the amount of $2,600. Teachers who obtained their Master's Degree prior to July 1, 2016, were previously placed on the salary table based on possession of their Master's Degree and are not eligible for the $2,600 stipend.
2. Teachers who receive 24 graduate hours beyond their Master's Degree after July 1, 2016, in their content area will receive a stipend in the amount of $1,300. Teachers who obtained 24 graduate hours beyond their Master's Degree prior to July 1, 2016, were previously placed on the salary table based on the additional credit hours are not eligible for the $1,300 stipend.
3. Teachers who receive Dual Credit certification will receive $650 per semester upon teaching dual credit courses, and $1,300 for two semesters total for all classes.

Note: Stipends resulting from the addition of a Master's Degree as defined in #3 above or 24 hours of additional graduate course work as defined in #4 above shall be paid (in equal installments) as follows:

- Qualifying by September 1 – teacher will receive the full stipend for the school year
- Qualifying after September 1 but prior to January 15 – teacher will receive half of the stipend for the school year.

APPENDIX B Additional Time and Responsibility Schedule

The following extra-curricular schedule is for Western teachers covered by this contract. (The following sentence is for informational purposes only and was not bargained: In the event a qualified teacher is not available to fill a duty listed, the administration may hire a qualified
non-certified person to fill the vacancy and may pay that person as outlined under Non- Bargaining Unit.)
The Teacher salary amount is computed by multiplying the index factor by $46,000.
The Non-Bargaining Unit salary amount is the index listed in the Master Agreement for informational purposes only and was not bargained.
Any information in the ECA schedule beyond wages was not bargained for and is included for informational purposes only.

2026-2027 School Year				
			Teacher Amount	Lay Coach Amount
Basketball	Varsity Boys	0.24	$11,258.40	$8,056
	Varsity Boys Assistant	0.15	$7,036.50	$5,036
	JV Boys	0.15	$7,036.50	$5,036
	9th Grade Boys	0.11	$5,160.10	$3,693
	8th Grade Boys	0.08	$3,752.80	$2,686
	8th Grade Boys Assistant	0.06	$2,814.60	$2,014
	7th Grade Boys	0.08	$3,752.80	$2,686
	7th Grade Boys Assistant	0.06	$2,814.60	$2,014
	6th Grade Boys	0.04	$1,876.40	$1,343
	Varsity Girls	0.24	$11,258.40	$8,056
	Varsity Girls Assistant	0.15	$7,036.50	$5,036
	JV Girls	0.15	$7,036.50	$5,036
	9th Grade Girls	0.11	$5,160.10	$3,693

	8th Grade Girls	0.08	$3,752.80	$2,686
	8th Grade Girls Assistant	0.06	$2,814.60	$2,014
	7th Grade Girls	0.08	$3,752.80	$2,686
	7th Grade Girls Assistant	0.06	$2,814.60	$2,014
	6th Grade Girls	0.04	$1,876.40	$1,343
Wrestling	Varsity Boys	0.17	$7,974.70	$5,707
	Varisty Girls	0.17	$7,974.70	$5,707
	High School Boys Assistant	0.11	$5,160.10	$3,693
	High School Girls Assistant	0.11	$5,160.10	$3,693
	JV Boys Wrestling Coach	0.09	$4,221.90	$3,021
	JV Girls Wrestling Coach	0.09	$4,221.90	$3,021
	Middle School (Co-Ed)	0.08	$3,752.80	$2,686
	Middle School Assistant (Co-Ed) (2 Positions)	0.06	$2,814.60	$2,014
Swimming	Varsity Boys	0.17	$7,974.70	$5,707
	Boys Assistant	0.07	$3,283.70	$2,350
	Varsity Girls	0.17	$7,974.70	$5,707
	Girls Assistant	0.07	$3,283.70	$2,350
	Diving Coach	0.07	$3,283.70	$2,350
	Middle School (Co-Ed)	0.08	$3,752.80	$2,686
	Middle School Assistant (Co-Ed)	0.06	$2,814.60	$2,014
Track	Varsity Boys	0.14	$6,567.40	$4,700

	High School Boys Assistant	0.09	$4,221.90	$3,021
	High School Boys Assistant	0.05	$2,345.50	$1,679
	Middle School Boys	0.06	$2,814.60	$2,014
	Middle School Boys	0.06	$2,814.60	$2,014
	Varsity Girls	0.14	$6,567.40	$4,700
	High School Girls Assistant	0.09	$4,221.90	$3,021
	High School Girls Assistant	0.05	$2,345.50	$1,679
	Middle School Girls	0.06	$2,814.60	$2,014
	Middle School Girls	0.06	$2,814.60	$2,014
	Unified Track	0.04	$1,876.40	$1,013
	Unified Track - Assistant	0.03	$1,407.30	$896
Softball	Varsity	0.17	$7,974.70	$5,707
	High School Assistant	0.11	$5,160.10	$3,693
	JV	0.09	$4,221.90	$3,021
	JV Assistant	0.06	$2,814.60	$2,014
	Middle School Softball	0.06	$2,814.60	$2,014
Baseball	Varsity	0.17	$7,974.70	$5,707
	High School Assistant	0.11	$5,160.10	$3,693
	JV	0.09	$4,221.90	$3,021
	JV Assistant	0.06	$2,814.60	$2,014
	Middle School Baseball	0.06	$2,814.60	$2,014
Golf	Varsity Boys	0.11	$5,160.10	$3,693
	Boys Assistant/JV	0.02	$938.20	

	Varsity Girls	0.11	$5,160.10	$3,693
	Girls Assistant/JV	0.02	$938.20	
	Middle School (Co-Ed)	0.06	$2,814.60	$2,014
Tennis	Varsity Boys	0.11	$5,160.10	$3,693
	Boys Assistant/JV	0.07	$3,283.70	$2,350
	Boys Assistant	0.03	$1,407.30	$896
	Varsity Girls	0.11	$5,160.10	$3,693
	Girls Assistant/JV	0.07	$3,283.70	$2,350
	Girls Assistant	0.03	$1,407.30	$896
	Middle School (Co-Ed)	0.06	$2,814.60	$2,014
Cross Country	Varsity Boys	0.11	$5,160.10	$3,693
	Varsity Girls	0.11	$5,160.10	$3,693
	Middle School (Co-Ed)	0.06	$2,814.60	$2,014
Football	Varsity	0.24	$11,258.40	$8,056
	Varsity Assistant	0.15	$7,036.50	$5,036
	Varsity Assistant	0.15	$7,036.50	$5,036
	Varsity Assistant	0.15	$7,036.50	$5,036
	Varsity Assistant/JV	0.15	$7,036.50	$5,036
	9th Grade	0.09	$4,221.90	$3,021
	9th Grade Assistant	0.07	$3,283.70	$2,350
	8th Grade	0.08	$3,752.80	$2,686
	8th Grade Assistant	0.06	$2,814.60	$2,014
	7th Grade	0.08	$3,752.80	$2,686
	7th Grade Assistant	0.06	$2,814.60	$2,014
Volleyball	Varsity	0.14	$6,567.40	$4,700
	Varsity Assistant/JV	0.07	$3,283.70	$2,350

	9th Grade	0.05	$2,345.50	$1,679
	8th Grade	0.06	$2,814.60	$2,014
	7th Grade	0.06	$2,814.60	$2,014
Gymnastics	Varsity	0.11	$5,160.10	$3,693
	Varsity Assistant	0.07	$3,283.70	$2,350
Soccer	Varsity Boys	0.14	$6,567.40	$4,700
	Varsity Boys Assistant	0.07	$3,283.70	$2,350
	JV Boys	0.06	$2,814.60	$2,014
	Middle School Boys	0.04	$1,876.40	$1,343
	Varsity Girls	0.14	$6,567.40	$4,700
	Varsity Girls Assistant	0.07	$3,283.70	$2,350
	JV Girls	0.06	$2,814.60	$2,014
	Middle School Girls	0.04	$1,876.40	$1,343
eSports	eSports Coach	0.02	$938.20	
	eSports Assistant	0.01	$469.10	
Athletic Supervisors	Fall Athletic Supervisor	0.07	$3,283.70	
	Winter Athletic Supervisor	0.07	$3,283.70	
	Spring Athletic Supervisor	0.07	$3,283.70	
Strength & Conditioning Coach	Fall Strength & Conditioning	0.06	$2,814.60	
	Winter Strength & Conditioning	0.06	$2,814.60	
	Spring Strength & Conditioning	0.06	$2,814.60	

	Summer Strength & Conditioning	0.06	$2,814.60	
Music	Band Director	0.22	$10,320.20	$7,385
	Assistant Director	0.13	$6,098.30	$4,364
	Marching Instructor	0.11	$5,160.10	$3,693
	Woodwind Instructor	0.11	$5,160.10	$3,693
	Percussion Instructor	0.11	$5,160.10	$3,693
	Fall Guard	0.06	$2,814.60	$2,014
	Westernettes	0.03	$1,407.30	$1,007
	Winter Guard	0.04	$1,876.40	$1,343
	Vocal Music	0.16	$7,505.60	$5,371
	Assistant Vocal Music	0.1	$4,691.00	$3,357
Auditorium	Director	0.1	$4,691.00	$3,357
	Assistant Director	0.05	$2,345.50	$1,679
Cheerleading	Varsity & JV	0.11	$5,160.10	$3,693
	Assistant Varsity & JV	0.06	$2,814.60	$2,014
	8th Grade	0.03	$1,407.30	$1,007
	7th Grade	0.03	$1,407.30	$1,007
Sponsors	Yearbook	0.09	$4,221.90	$3,021
	High School Drama	0.06	$2,814.60	$2,014
	Student Leadership Academy	0.07	$3,283.70	$2,350
	FFA	0.06	$2,814.60	$2,014
	National Honor Society	0.02	$938.20	$671
	Junior National Honor Society	0.01	$469.10	$336
	Western Youth Organization	0.03	$1,407.30	$1,007

	High School Student council	0.05	$2,345.50	$1,679
	High School Art Club	0.02	$938.20	$671
	Ping Pong Club	0.02	$938.20	$671
	Middle School Art Club	0.01	$469.10	$336
	Middle School FACS Club	0.01	$469.10	$336
	Spanish/Latin Club	0.01	$469.10	$336
	French Club	0.01	$469.10	$336
	Japanese Club	0.01	$469.10	$336
	Science Club	0.01	$469.10	$336
	Panther Tech	0.08	$3,752.80	$2,686
	Panther Tech Assistant	0.04	$1,876.40	$1,343
	Middle School Panther Tech	0.02	$938.20	$671
	Freshman Mentor Sponsor	0.02	$938.20	$671
	6th Grade Sponsor	0.01	$469.10	$336
	7th Grade Sponsor	0.01	$469.10	$336
	8th Grade Sponsor	0.01	$469.10	$336
	9th Grade Sponsor	0.01	$469.10	$336
	10th Grade Sponsor	0.01	$469.10	$336
	11th Grade Sponsor	0.04	$1,876.40	$1,343
	12th Grade Sponsor	0.02	$938.20	$671
	Intermediate Student Council	0.02	$938.20	$671
	AMTAG	0.02	$938.20	$671
	AMTAG	0.02	$938.20	$671

	AMTAG	0.02	$938.20	$671
	AMTAG	0.02	$938.20	$671
	AMTAG	0.02	$938.20	$671
	AMTAG	0.02	$938.20	$671
	AMTAG	0.02	$938.20	$671
	AMTAG	0.02	$938.20	$671
	AMTAG	0.02	$938.20	$671
	AMTAG	0.02	$938.20	$671
	Senior High Spell Bowl	0.01	$469.10	$336
	Middle School Spell Bowl	0.01	$469.10	$336
	Super Bowl Coordinator	0.03	$1,407.30	$1,007
	Super Bowl English Coach	0.02	$938.20	$671
	Super Bowl Math Coach	0.02	$938.20	$671
	Super Bowl Science Coach	0.02	$938.20	$671
	Super Bowl Fine Arts Coach	0.02	$938.20	$671
	Super Bowl Social Studies Coach	0.02	$938.20	$671
	Super Bowl All-Around Coach	0.02	$938.20	$671
	High School Newspaper	0.04	$1,876.40	$1,343
	Middle School Yearbook	0.01	$469.10	$336
	Middle School Academic-Humanities	0.01	$469.10	$336
	Middle School Academic-Language Arts	0.01	$469.10	$336
	Middle School Academic-Math	0.01	$469.10	$336

	Middle School Academic-Science	0.01	$469.10	$336
	Battle of books	0.01	$469.10	$336
	Whit & Whims	0.04	$1,876.40	$1,343
	Primary Yearbook	0.01	$469.10	$336
	Sign Language Club (HS)	0.01	$469.10	$336
	Padcast Club (HS)	0.01	$469.10	$336
Team Leader	Kindergarten	0.03	$1,407.30	
Team Leaders (duties include PLC Facilitator and Curriculum Map)	1	0.03	$1,407.30	
	2	0.03	$1,407.30	
	3	0.03	$1,407.30	
	4	0.03	$1,407.30	
	5	0.03	$1,407.30	
Team Leader	Middle School Team Leader 6	0.03	$1,407.30	
	Middle School Team Leader 6	0.03	$1,407.30	
	Middle School Team Leader 7	0.03	$1,407.30	
	Middle School Team Leader 7	0.03	$1,407.30	
	Middle School Team Leader 8	0.03	$1,407.30	
	Middle School Team Leader 8	0.03	$1,407.30	
Department Chairs	Art	0.02	$938.20	
	College and Career (CTE)	0.03	$1,407.30	

	English	0.03	$1,407.30	
	Foreign Language	0.03	$1,407.30	
	Math	0.03	$1,407.30	
	Music	0.03	$1,407.30	
	Physical Education Health	0.03	$1,407.30	
	Science	0.03	$1,407.30	
	Social Studies	0.03	$1,407.30	
	Special Education	0.02	$938.20	
PLC Leads	WIS PLC Leads (5)	0.03	$1,407.30	
	WMS PLC Leads (6)	0.03	$1,407.30	
	WHS PLC Leads (10)	0.03	$1,407.30	
Mentor Teachers (Total not to exceed 8)	WPS Mentor Teachers (# determined as needed)	0.02	$938.20	
	WIS Mentor Teachers (# determined as needed)	0.02	$938.20	
	WMS Mentor Teachers (# determined as needed)	0.02	$938.20	
	WHS Mentor Teachers (# determined as needed)	0.02	$938.20	

*The following information on extended contract days and hours is included for informational purposes only and was not bargained. The rate of pay is bargained.

Extended Contracts: High School Counselors may have their contracts extended up

to twelve (12) working days.

Elementary and Middle School Counselors may have their contract extended up to five (5) working days.

If extended, the counselors shall be paid their daily rate for each day worked.

The Corporation's Librarian will have his/her contract extended up to five (5) working days at 7 hours per day.

APPENDIX C GRIEVANCE REPORT FORM

Western School Corporation, Russiaville, IN 46979-0247
Grievance # _____
Building Assignment Name of Grievant(s)

Step I

A. Date Cause of Grievance occurred

_____

B. Statement of Grievance

_____
_____
_____
_____
_____
_____
_____
_____

C. Violation of the master Agreement,

_____
Article(s)
_____
Section(s)
_____

D. Relief Sought

_____

Date received by the Principal _____

Principal's Signature _____

Written decision by the Principal

_____
_____
_____
_____
_____

Principal's Signature _____ Date _____

Step II

A. Date Received by Superintendent __

B. Superintendent's Signature __

C. Written Decision by Superintendent _____

Superintendent's Signature _____ Date _____

Step III

A. Date Received by Arbitrator__

B. Arbitrator's Signature__

C. Written Decision by Arbitrator_

Arbitrator's Signature _____ Date _____

APPENDIX D SICK LEAVE BANK

Western School Corporation

1. **Purpose**
   The purpose of the bank shall be to provide a teacher income protection in the event of illness or injury which exhausts his or her accumulated sick leave.
2. **Eligibility**
   All members of bargaining unit employed under regular contract. Members must be enrolled during the open enrollment period before October 1 of any given school year to be eligible to use the sick leave bank.
3. **Enrollment Period.**
   Any teacher donating two (2) days shall become a charter member and eligible to withdraw from the Sick Leave Bank. No further reductions shall be made of these members until the bank falls below 120 days. At such time, each member will be required to donate one additional day. This procedure will be enacted at any time the bank falls below 120 days.
   Upon individual accumulation of maximum sick days, those members do contribute any additional days to the Sick Leave Bank. Upon individual accumulation of maximum sick days, non-members of the bank may authorize transfer of any additional days to the Sick Leave Bank by applying for membership in the Sick Leave Bank.
4. **Discontinuation.**
   In the event the Sick Leave Bank is discontinued, any days contributed by teachers during previous years shall be restored to said teachers' personal accumulated sick leave. Any days left in the Bank at the end of the school year shall be credited to next year's Sick Leave Bank.
5. **Administration.**
   The Sick Leave Bank shall be administered by a committee of representatives appointed by the W.E.A. This committee shall review application requests for the use of the Sick Leave Bank and shall recommend approval or denial of such request.
   Applicants reserve the right to withdraw their request at any time prior to use. Applications may be picked up from the W.E.A. building representatives and building
   principal's office.
6. **Organization/Operation of the Sick Leave Bank Committee.**
   (a) The committee shall select one of its members to serve as chairman for the term of this contract.
   (b) The committee shall meet during the school year as required at times mutually agreeable to the members.
   (c) All official actions of the committee shall require approval of a majority of the members of the committee.
   (d) The decisions of the committee shall be final.
   (e) Accurate records of membership eligibility shall be kept by WEA. Accurate records of days available and days used shall be kept by both WEA and WSC.

7. Use of Sick Leave Bank.

(a) Application for use of Sick Leave Bank days shall be submitted by eligible teachers to the chairman of the committee.

(b) All applications for use of Sick Leave Bank days shall be accompanied, by a statement from the teacher's attending physician which shall

1. certify and describe the nature of the disability or illness;
2. state the treatment being provided; and
3. state the prognosis for return to performance of assigned duties and responsibilities.

(c) A teacher may, upon recommendation of the committee, use up to a maximum of 20 days from the Sick Leave Bank during any one regular school year.

(d) A teacher who has used at least fifty (50) of their individually accumulated sick leave days prior to applying for sick leave bank days and who has been granted the maximum days provided for under sub-paragraph (c) above may apply for up to a maximum of an additional twenty (20) days which application the committee may or may not approve.

8. Repayment of Sick Leave Bank Days

(a) Upon return to full employment, the teacher shall repay the Sick Leave Bank for days owed at the rate of three (3) days minimum per year, said days to be deducted from the annual allotment provided as of the first day of each school year.

(b) In the event that a teacher leaves employment in the school corporation while owing days to the Sick Leave Bank, such debt shall be canceled.

APPENDIX E Professional Improvement Request Form

Request for Permission to Attend a Conference or Workshop

_____ hereby requests permission to attend _____ at ___ on _____.
The following benefits would be derived:

_____

_____

_____

Signature: _____
Principal's Signature: _____

Estimated Cost _____

Available Professional Improvement Funds and Appropriation (by Treasurer)
_____yes _____no
Superintendent: _____Approved _____ Denied
Board Action: _____Approved _____ Denied
Secretary of Board _____

APPENDIX F Graduate Course Reimbursement Request

Request for Permission to Receive Reimbursement toward
Graduate Course as Outlined in Article IV
Step 1 - To be completed prior to beginning the Graduate Course.

Teacher Requesting Reimbursement _____
Current Teacher License _____
Graduate Course Requested _____
Term or Semester Graduate Course is Offered _____
Beginning Date of Course _____Ending Date of Course _____
College/University _____

Credit Hours semester/quarter (circle one)
The following benefits would be derived:
_____
_____
_____

Signature: _____
Date: _____

Step 2 - Funds Available Check

Available Professional Improvement Funds and Appropriation (by Treasurer)
_____yes _____no
School Year Professional Improvement Funds are to be taken from _____
Director of Finance: _____
Date: _____

Step 3 – Superintendent's Determination When Funds Are Available

Requested Course Approved _____ Requested Course Denied _____
Date _____

Return a copy of form following Step 3 to teacher making request.

Step 4 - Completed Following Final Grade Report
Director of Finance Approval for Reimbursement _____
Original form to be filed in Business Office with a copy of receipt showing tuition paid in full by the teacher, plus a final grade report of a "B-" or better.