MASTER CONTRACT AGREEMENT

BETWEEN

VALPARAISO TEACHERS ASSOCIATION

AND

VALPARAISO BOARD OF EDUCATION

VALPARAISO COMMUNITY SCHOOLS
VALPARAISO, INDIANA

July 1, 2026 - June 30, 2027

PREAMBLE

We believe that the main purpose of a public school system is to provide every school age person with the opportunity to receive the best possible education our schools can provide within the limit of the community's financial ability.

In working to achieve this purpose we recognize that individual differences do exist and that we need to provide different levels of instruction and different types of programs to meet these individual needs or requirements.

We also recognize that the needs of our society are ever-changing and that we must constantly change and update our schools in order to best prepare our youth to become contributing members of this society.

The above is a general statement of philosophy
and shall not be a basis for grievance.

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ARTICLE I: TERMS OF AGREEMENT

This agreement shall be effective for the 2026-2027 school year. This agreement shall not be extended orally, and it shall expire on June 30, 2027.

This agreement is made and entered into at Valparaiso, Indiana, on the 15th day of October 2026 by and between the Valparaiso Community Schools of Porter County, state of Indiana and the Valparaiso Teachers Association.

This contract supersedes and cancels all previous agreements whether verbal or written between the school corporation and the Valparaiso Teachers Association.

If any article or section of this contract shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this contract shall not be affected.

ARTICLE II: EFFECTS OF AGREEMENT

This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this agreement.

Should any Article, Section, or Clause of this agreement be declared illegal by a court of competent jurisdiction or appropriate administrative agency, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect from the duration of the agreement, if not affected by the deleted Article, Section, or Clause.

Any contract between the Board of School Trustees and individual teacher shall be expressly subject to the terms and conditions of this agreement. This agreement shall supersede any rules, regulations or practices of the Board of School Trustees which shall be contrary to or inconsistent with its terms.

ARTICLE III: RECOGNITION FOR NEGOTIATIONS

The Valparaiso Board of School Trustees recognizes the Valparaiso Teachers' Association (VTA) as the exclusive bargaining representative.

The bargaining unit shall include all certified teachers who hold a regular teacher's contract with the Valparaiso Community Schools, media specialists or librarians, social workers (except those employed after June 1, 2005), and guidance counselors. Specifically excluded from the bargaining unit are all non-certified or classified personnel, temporary employees, school nurses, substitute teachers, directors, social workers employed after June 1, 2005, and all central office and building level administrators.

The term teacher, when used in this contract, means each and every member of the bargaining unit as described.

The Association recognizes that the Board reserves full right, responsibility, and authority to manage and direct all the operations and activities of the Valparaiso Community Schools provided that such rights, responsibilities, and authority shall be in conformity with the provisions of this agreement.

ARTICLE IV: COMPENSATION PLAN

I. Salary Range

The salary range prior to any increases given under this contract is $55,300 - $91,300.

The salary range after increases awarded under this contract will be $56,200 - $92,300.

Minimum salary for new teachers hired in 2026-2027 will be $56,200.

II. Base Salary Increases

A. Eligibility

All teachers receiving a rating of Effective or Highly Effective for the 2025-2026 school year will receive a salary increase. A teacher who receives a rating of Needs Improvement or Ineffective will receive no increase or additional dollars, and will remain at their prior year salary.

B. Factors and definitions

1. Academic Needs: Teacher Retention Catch-Up: In order to retain veteran teachers and because the base minimum has been raised to $56,200, all teachers returning to the school corporation who were Effective or Highly Effective AND had 90 days of paid status in 2025-2026 will receive $1,800 to their base salaries. Teachers who had a base salary above $91,162 will move to a base salary amount of $92,300 in 2026-2027 with any additional amounts above $92,300 paid as a stipend..

2. Education - Any teacher who attained an initial content area master's degree since August 2014 while in the employ of Valparaiso Community Schools and has not yet been compensated for it.

Total potential increase to base salary is $2700; the education factor is less than 50% (33%) and the academic needs factor exceeds 10% (67%).

C. Distribution

1. Academic needs (as outlined above) $1,800

2. Education factor (as outlined above) $900

The date of the salary increase becomes effective on August 10, 2026.

III. Stipends

Any teacher who worked in paid status during the 2025-2026 school year and returned for the 2026-2027 school year will receive a stipend equal to 1% of the amount of 2025-2026 base salary received. All stipends are calculated based on Full Time Equivalency, not to exceed 1.0. The 1% stipend will be paid at the end of the first semester. Finally, any teacher who worked in paid status during the 2025-2026 school year and returned for the 2026-2027 school year while qualifying for a base salary raise under IIB1 above will receive a stipend equal to the difference between $1,800 and the amount of base salary increase received. This stipend will be paid in two equal installments: one payment at the end of each academic semester.

No full-time classroom teacher (instructs students at least 50% of the workday) is earning less than $45,000 in compliance with I.C. 20-28-9-26.

IV. Literacy Endorsement

Prior to the receipt of increases described herein, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $250 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

ARTICLE V: NEWLY EMPLOYED EXPERIENCED TEACHER COMPENSATION

Any newly employed teacher, whether or not previously employed by the Valparaiso Community Schools, shall be compensated at the Superintendent's discretion within a range of $56,200 and $92,300.

ARTICLE VI: GENERAL SEVERANCE PAY - BRIDGE TO SOCIAL SECURITY

Teachers who leave the service of the Valparaiso Community Schools, and who qualify under the terms of this agreement, shall receive severance pay and may also qualify to receive bridges to social security.

Teachers must inform the superintendent in writing of their intention to retire no later than March 1 of the calendar year in which they plan to retire. In the event a teacher is unable to give timely notice of retirement as required and is forced to retire as a result of ill health, accident, or other unforeseen events, then in such events, the required notice of retirement shall be waived, and the severance pay and bridges to social security shall be paid in accordance with the formula outlined below. A teacher who was actively employed by the Valparaiso Community Schools on a regular teachers' contract prior to January 1, 1998, and who has attained permanent teacher status with the Valparaiso Community Schools by September 30, 1998, and who was employed under a regular teachers' contract with the Valparaiso Community Schools during the 1997-98 school year shall be eligible to receive Severance Pay, if at the time of retirement, the teacher is at least fifty-five (55) years old, has at least ten years of teaching and/or administrative experience in the Valparaiso Community Schools, and is employed on a regular teachers' contract. Said Severance Pay to be computed as outlined below.

A teacher who is not yet fifty-five, but who meets all of the above experience requirements, and who has a total of fifty-five years of experience with each year in the Valparaiso Community

Schools counting as two years, shall receive Severance Pay but no Bridge to full Social Security Benefits.

A teacher meeting the above requirements shall receive an amount equal to one-fourth percent (1/4%) per year of teaching experience in the Valparaiso Community Schools plus fifteen percent (15%) of accumulated sick leave days (up to 10 days per year) multiplied by the teacher's base salary during the last year of service, or if the teacher retires in mid-year by a pro-rated base salary. The teacher's base salary shall be determined by multiplying the base salary for the year of retirement (found in schedule "A" below) by the teacher's final index on the salary schedule and pro-rated up or down to account for teacher's length of contract.

Schedule A

2005	32,130
2006	32,451
2007	32,776
2008	33,104
2009	33,435
2010	33,769
2011	34,107
2012	34,448
2013	34,792
2014	35,140
2015	35,492
2016	35,846
2017	36,205
2018	36,567
2019	36,933
2020	37,302
2021	37,675
2022	38,052
2023	38,432
2024	38,817
2025	39,205
2026	39,597
2027	39,993
2028	40,393
2029	40,797
2030	41,205
2031	41,617
2032	42,033
2033	42,453
2034	42,877
2035	43,307

Example: Teacher with 24 years teaching in the Valparaiso Community Schools and 150 days of accumulated sick leave.

24 x 1/4% =	.0600
150 days x 15% -:- 188 (contract days in 2005 school year used =	.1197
For actuarial calculations *not to be changed)	.1797

Severance Pay for each teacher who retires shall be determined using the procedure outlined above. The severance pay amount less 7.65 percent shall be deposited at the rate of 60 percent to the retiree's 403(b) account as a post-retirement employer contribution and 40 percent to the retiree's Voluntary Employees' Benefit Association (VEBA) account.

Severance Pay for each teacher who retires shall be determined using the procedure outlined above. The severance pay amount less 7.65 percent shall be deposited to the retirees 403 (b) account as a post-retirement employer contribution.
In addition, the District will provide a Bridge to full Social Security benefits for each eligible retiree who is at least the age of fifty-five (55) years, and has at least twenty years (20) of teaching and/or administrative service in public schools, at least ten (10) years of which are with the Valparaiso Community Schools. The District will pay the eligible retiree an amount equal to the teacher's severance as computed above each year for five (5) years or until eligible for full Social Security benefits, whichever occurs first. See the example below.

Example: Teacher – Age 55
24 years teaching experience
24 years in Valparaiso
150 sick days accrued, M.S. in Field +15

24 years x ¼ %	= .0600
150 sick days x 15% -:- 188	= .1197
	.1797

Year 1	.1797 x employees base salary * x index for last year of service	Severance
Year 1	.1797 x employees base salary * x index for last year of service	Bridge
Year 2	.1797 x employees base salary * x index for last year of service	Bridge
Year 3	.1797 x employees base salary * x index for last year of service	Bridge
Year 4	.1797 x employees base salary * x index for last year of service	Bridge
Year 5	.1797 x employees base salary * x index for last year of service	Bridge

* From Schedule "A" (adjusted)

The bridge amount less 7.65 percent shall be deposited at the rate of 40 percent to the retiree's Voluntary Employees' Benefit Association (VEBA) account and 60 percent to the retiree's 403(b) account as a post-retirement employer contribution.

In the event a retiree dies before reaching the age of qualifying for full Social Security benefits, and the retiree is survived by a spouse, the remaining bridges to full Social Security benefits for

which the retiree was eligible shall be deposited in the year of death to the retiree's individual VEBA account. If the retiree is not survived by a spouse, an amount equal to the remaining bridges to full Social Security benefits for which the retiree was eligible upon retirement shall be paid to the retiree's estate in the year of the retiree's death. In the event a retiree dies with a VEBA account balance remaining, the retiree's spouse or dependents may submit claims for qualified medical expenses to the VEBA to be paid from the VEBA account.

If a teacher qualifies for Severance Pay and Bridge to full Social Security benefits and subsequently expires while in the service of the Valparaiso Community Schools, the deceased teacher's name shall be added to the list of retirees and the date of death shall be construed to be the date of retirement. If the teacher is survived by a spouse, the teacher's accrued Severance Pay benefit and bridges, minus any adjustments, shall be paid in the year of death to the teacher's individual VEBA account. If the teacher is not survived by a spouse, the teacher's accrued Severance Pay benefit and Bridges, minus any adjustments shall be paid in the year of death to the teacher's estate.

ARTICLE VII: CONTRIBUTIONS TO NEW 401(a) PLAN

Beginning with the 1998-99 school year, the Valparaiso Community Schools agrees to establish and maintain a qualified 401(a) Annuity Plan, hereinafter referred to as the "401(a) Plan," for all teachers who are employed on a regular teachers contract after January 1, 1998, and who have not reached permanent teacher status by September 30, 1998, and to make contributions to a 401(a) plan on behalf of the teacher for teachers who contribute an equal amount of dollars to a 403(b) plan. Contributions to the 401(a) Plan will commence with the 1998-99 contract year and continue each contract year thereafter. Teachers who are employed after August 21, 2005, shall not be included in the 401(a) Plan.

The Valparaiso Community Schools will match the teacher's contributions to a 403(b) plan by contributing up to $670.00 to a 401(a) for each eligible teacher. These contributions shall be charged to the salary package as outlined below.

For the $670.00 contributions, a maximum of $335.00 of the contributions made to a 401(a) plan in the name of a teacher shall be posted against the salary and fringe benefit package in the following manner:

At the end of each school year, a Supplemental Pay Benefit shall be determined for all teachers who have made use of less than ten (10) sick leave and/or personal leave according to the following schedule:

0 days absent for sick and/or personal leave -	$100
1 day absent for sick and/or personal leave -	90
2 days absent for sick and/or personal leave -	80
3 days absent for sick and/or personal leave -	70
4 days absent for sick and/or personal leave -	60
5 days absent for sick and/or personal leave -	50
6 days absent for sick and/or personal leave -	40
7 days absent for sick and/or personal leave -	30

8 days absent for sick and/or personal leave - 20
9 days absent for sick and/or personal leave - 10

The total cost of the Supplement Pay Benefit shall be applied to the Association's required contribution to the 401(a). If the total cost as determined above is more than the Association's contribution to the 401(a), the difference shall be charged against the salary and fringe benefit package. If the total cost is less than the Association's contribution to the 401(a), the difference shall be accrued to pay future costs associated the 401(a) Plan.

The amount of the contribution the teacher shall receive to an individual 401(a) shall be determined according to the following method.

At the beginning of each school year commencing with the 2003-2004 school year, the district shall determine for each eligible teacher the amount of money available for contribution to the teacher's 401(a) by calculating the number of sick and personal leave days used (beyond 3 days) by the teacher during the previous school year and applying that number to the following schedule.

Sick / Personal Days Used During Previous Year	District	VTA
0-3	335	335
4	305	305
5	265	265
6	225	225
7	180	180
8	150	150
9	120	120
10	90	90
11	60	60
12	30	30
13	0	0

A teacher new to the district shall receive an amount equal to that of a teacher who has used 0 sick days during the previous year. In subsequent years the district and V.T.A. contributions will be determined by applying the schedule shown above.

Teachers granted a full year leave of absence for a school year shall not receive a 401(a) contribution during the year after the leave was taken. The district and V.T.A. contribution to the 401(a) of a teacher who has been on a full year leave of absence shall be determined by placing the number of sick/personal leave days the teacher used during the year prior to the leave of absence in the above schedule.

The district and V.T.A. contribution to a 401(a), if any, for a teacher who has been on a leave of absence for part of a school year shall be pro-rated. The pro-rated contribution shall be determined by dividing the number of days the teacher worked during the school year by 188, and multiply the result of that calculation by 10 and rounded to the nearest whole number to determine the number of sick days the teacher could accrue during that year.

The number of sick/personal leave days that the teacher used during the year is then subtracted from the number of sick days the teacher has accrued for the year. The result of this calculation is put into the above schedule to determine the district and V.T.A. contribution to the teacher's 401(a).

Contributions to any 401(a) plan shall be apportioned over 24 pay periods in the case of a teacher who elects the 26 pay option and 18 pay periods for a teacher who elects the 20 pay option.

Current teachers hired on a regular teachers' contract prior to January 1, 1998, shall be immediately 100% vested in their matching account in the 401(a) Plan. Teachers hired on a regular teachers' contract on or after January 1, 1998, shall be 0.0% vested until the fifth (5th) consecutive full school year of service is completed and then these teachers shall be immediately 100% vested in their matching account in the 401(a) Plan.

Teachers who are employed on a part-time basis on a regular teachers' contract shall be eligible to participate in the 401(a) Plan only to the extent of the service covered by the teachers' regular contract, and the Valparaiso Community Schools' contribution to the 401(a) Plan shall be pro-rated accordingly.
No loans or in-service withdrawals will be allowed from the 401(a) Plan.

Forfeitures from non-vested funds shall equally reduce subsequent year's contributions to the 401(a) Plan due from the Valparaiso Community Schools and the Valparaiso Teachers' Association.

Contributions made by the Employer shall remain in the 401(a) Plan until one of the qualifying events of death, permanent disability, or termination of employment occurs making it possible for the individual to withdraw or transfer funds, provided that employees hired and actively employed on a regular teachers contract after January 1, 1998, also meet the vesting requirement.

The 401(a) Plan, which the Board of Education shall be responsible for securing and designing shall be subject to all applicable Internal Revenue regulations; have no contract initiation fees charged to the employee; and have no administrative or plan document charge to the employer.

The vendor of the annuity for the 401(a) Plan shall be selected by the Board of Education of the Valparaiso Community Schools after consultation with the Valparaiso Teachers' Association. The vendor shall:

1. provide all third party administration for the 401(a) Plan at no cost to the teacher and the Valparaiso Community Schools;

2. provide a legal plan document and all necessary amendments to always cause the 401(a) Plan to be in compliance with the IRS codes and regulations; and

3. provide for fixed and variable investment opportunities to the parties.

ARTICLE VIII: LEAVES OF ABSENCE

Personal and Family Illness

For absences caused by personal and/or family illness or physical disability, the teacher shall be allowed nine (9) days per year. Teachers new to the Valparaiso Community Schools who have taught previously in Indiana after their first year in the Valparaiso Community Schools may transfer three (3) days of accumulated sick leave each year from their last school in Indiana until all such sick leave is transferred.
(IC 20-28-9-10)

Teachers who are reemployed by Valparaiso Community Schools (VCS) may be eligible to have all unused sick days from their prior VCS employment reinstated to their sick leave bank provided those days were not transferred to another school corporation after their separation from VCS, and the previous employer verifies the unused balance. If VCS cannot verify transfer eligibility, only the provisions of IC 20-28-9-10 will apply.

Sick Leave BuyBack Program

For the 2026-27 school year, the corporation shall dedicate $0.00 each semester to fund a buyback of unused accumulated sick leave days on the following terms: Teachers who are not already covered by ARTICLES VI or VII above (GENERAL SEVERANCE PAY - BRIDGE TO SOCIAL SECURITY and CONTRIBUTIONS TO NEW 401(a) PLAN) shall have the option at the end of Each Semester of the school year of selling up to fifteen (15) days, per round, of unused accumulated sick leave back to the school corporation at the rate of $91 per day to be deposited in the employee's Voluntary Employees' Benefit Association (VEBA) account in December and July. This option will be offered to teachers in accordance with their accumulated sick leave, with the teacher holding the most sick days having priority to exercise the option, and it shall be available only to the extent of the total amount of money available as set forth above. Payment for these days shall be deposited in the individual teacher's VEBA plan, and upon payment those sick leave days shall no longer be available to the selling teacher. Said days must have been earned while the teacher has been employed as a teacher by Valparaiso Community Schools at a rate of 10 days per year of employment as a teacher by Valparaiso Community Schools. To participate in the program a teacher must maintain at all times a minimum balance of ninety (90) days of accumulated sick leave. This method shall continue in successive rounds until the available money remaining is less than $91. If more money is available to the school corporation than is needed to fund the buybacks exercised under this program, the school corporation will retain such money in its Education Fund.

If a teacher qualifies for the Sick Day BuyBack Plan and subsequently expires while in the service of the Valparaiso Community Schools, the lesser amount between fifteen (15) days and days needed to descend to ninety (90) in the bank will be automatically and immediately bought back and the amount will be deposited into the teacher's VEBA account.

Extended Sick Leave

The purpose of extended sick leave is to provide limited income by providing additional sick leave to teachers who have exhausted their accumulated sick leave days due to extended illness or accident and are unable to perform their regularly assigned duties.

Certified employees, who by reason of disabling accident or long term illness have been absent their assigned duties, and who have exhausted their accumulated sick days shall be eligible to apply to the Sick Leave Committee for additional sick days. The maximum number of extended sick leave days that may be granted by The Board of the Valparaiso Community Schools is indicated on the table below.

YEARS OF SERVICE AT VCS	CONSECUTIVE SCHOOL DAYS ABSENT	MAXIMUM NO. OF DAYS GRANTED
0-4	25	25
5	30	30
6	35	35
7	40	40
8	45	45
9	50	50
10	54	54
11	58	58
12	62	62
13	66	66
14	70	70
15	74	74
16	78	78
17	82	82
18	86	86
19 or more	90	90

A teacher who has been granted extended sick leave, reverts to the status of a person with zero (0) years of experience in the Valparaiso Community Schools and must therefore begin again to re-establish eligibility for extended sick leave according to the preceding table. Teachers shall receive no more than one-third of their daily rate while on extended sick leave. If a teacher is absent 90 consecutive days, the teacher should apply for Long Term Disability to be considered for extended sick leave or to continue on extended sick leave. Once a teacher is absent 90 consecutive days, extended sick leave may be granted or continued only after long term disability has been denied. If long term disability is approved extended sick leave is discontinued.

A *letter of request* for extended sick leave shall be made in writing to the Sick Leave Committee. The committee is composed of three members who shall be appointed by the President of the Valparaiso Teachers' Association to three-year staggered terms. All committee members shall be teachers of the Valparaiso Community Schools.

The Committee shall review each *letter of request* and recommend that the Board grant or deny said request. The committee may recommend that the Board grant extended sick leave to teachers who have not abused the regular sick leave provisions. The applicant shall be required to submit medical evidence of disabling accident or illness. The Board reserves the right to require an applicant to submit to an independent medical examination. If the Board invokes this right, it shall bear the cost of the independent medical examination by a Board certified or licensed physician. If the applicant objects to the physician(s) selected by the Board to furnish independent evidence of medical status, then such objection shall be made to the Board in writing and the Board will consider the objections and may or may not at its option select another physician(s).

Teachers who receive a written termination of services notice, prior to the first day of incapacity shall receive no extended sick leave benefits beyond their last day of employment with the Valparaiso Community Schools.
Teachers who receive a written termination of services notice while suffering from an illness or accident which qualifies them for Extended Sick Leave benefits shall receive, extended sick leave benefits due them to the end of the regular school year in which they applied.

The Valparaiso Teachers' Association shall fund the Extended Sick Leave portion of this agreement by contributing $8,430.00 in recurring funds (the savings from one retirement in 1994) on January 1, of each year for the duration of this agreement. The Board shall not fund extended sick leave. The Board shall maintain a separate account of extended sick leave, keep accurate records of income and disbursements in that account, and provide a yearly statement for the account to the Valparaiso Teachers' Association President. Deductions from the account designated for extended sick leave shall not exceed available funds. If the Extended Sick Leave account is depleted and if funds are available in the Sabbatical Leave account or Summer Workshop account, the Valparaiso Teachers Association, by mutual agreement with the Board, may transfer funds from either account to the Extended Sick Leave account. Said transfers shall be effected through a Memorandum of Understanding between the parties. If no funds are available, the Extended Sick Leave provision of the agreement will be suspended until funds become available. During any time period where extended sick leave funds are depleted, no payments will be made to teachers who qualify for extended sick leave benefits accrued. The Valparaiso Community Schools and the Valparaiso Teachers' Association shall not be held responsible to pay any benefits under the extended sick leave provision of this agreement if funds are not available under the provision of this agreement.

Personal Leave

A Teacher is entitled to four (4) personal leave days per year. Personal leave may not be requested for more than three (3) consecutive business days at a time. A request for personal leave on any weekday, other than a request preceding or following a break, snow make-up day, or vacation period, shall be approved automatically provided the teacher has personal leave available.

Personal leave that is requested on the day(s) immediately preceding or following a break, snow make-up day,vacation period, or for more than three (3) consecutive days shall be denied automatically; however, if a personal leave is requested as described above, a specific written reason for such leave must be provided and the reason must be acceptable to the superintendent or designee. A teacher who has been denied personal leave or who has no personal leave remaining may apply for a short-term leave of absence without pay.

Short-term Leave of Absence Without Pay

A short-term leave of absence without pay may be granted for medical reasons, legal reasons, weddings, graduations, immediate family member leaving for military service in a combat zone (spouse, child, stepchild, sister, brother, parent, grandparent, grandchild or any members of the family unit living in the same household), and to take children to school to attend his/her first year of college. Other reasons may be approved by the superintendent.

Prolonged Illness - Immediate Family

For prolonged illness in the immediate family, a teacher may use accrued sick leave days. All such days must be approved by the Superintendent and shall follow the prescribed leave procedures.

The immediate family shall be interpreted as employee's spouse, children, sister, brother, parents, in-laws, grandparents, grandchildren, and any other member of the family unit living in the same household no matter what the degree of relationship.

A leave of absence without pay of up to one year will be granted for the purpose of caring for a sick member of the teacher's immediate family as previously defined.

Death in the Family

For death in the immediate family, the teacher shall receive full compensation for a period of not more than five (5) non-consecutive business days beyond such death. A business day shall be interpreted as any day on which the Valparaiso Community Schools Administration Building is open to conduct school business. The immediate family shall be interpreted as employee's spouse, children, sister, brother, parents, in-laws, grandparents, grandchildren, and any other member of the family unit living in the same household no matter what the degree of relationship.

A teacher shall receive full compensation for a period of two (2) business days beyond such death for the death of relatives, either by blood or marriage, who are not members of the immediate family as defined above.

Sabbatical Leave

The purpose of a sabbatical leave for the Valparaiso Community Schools is to allow teachers with seven or more years of service in the Valparaiso Community Schools to pursue some educational experience that will help revitalize their teaching. This educational pursuit must benefit the teachers in their current teaching assignments and not be preparation for other positions.

Sabbatical Leave Eligibility

1. Any teacher who has at least seven years of service with the Valparaiso Community Schools may apply.
2. A written application must be submitted on or before March 1 for any leave to be considered for the following school year. This requirement may be waived by the Board.
3. The request may be for a one-semester period or for a two-semester period.
4. Not more than 1 percent (1%) of the certified staff members may be on sabbatical leave at any one time.
5. A period of ten (10) years must elapse between the granting of a sabbatical leave to the same individual.

Sabbatical Leave Selection

A Sabbatical Leave Committee will review each application for sabbatical leave and will recommend acceptance or rejection to the Board. This committee will consist of five members, three of whom will be appointed by the President of the Valparaiso Teachers' Association and two of whom will be appointed by the Superintendent. The length of each appointment will be for three years and the appointments will be staggered. An exception to the three-year term will be made with the first appointees.

The main factor in determining acceptance of an application will be the overall benefit of the educational experience proposed by the applicant and to the Valparaiso Community Schools.

The notification of acceptance or rejection will be on or before the Friday following the Board's regular April meeting.

Sabbatical Leave Payment

Payment will be 60 percent (60%) of the teacher's regular salary, based on the salary in effect at the time the recipient is on leave. The payment will be made during the sabbatical leave in the same manner that the recipient had been receiving their pay.

Should the recipient be involved in an educational experience during their sabbatical for which they are being paid, the total amount received from this source and from the Valparaiso Community Schools will not exceed their normal salary from the Valparaiso Community Schools. The amount received from the Valparaiso Community Schools will be reduced appropriately so their normal salary is not exceeded.

Sabbatical Leave Contract Agreement

Before beginning the sabbatical leave, the recipient will enter into a contract to return to service in the Valparaiso Community Schools for a period of at least two (2) years after the expiration of the leave. The teacher who does not fulfill this agreement will repay the Valparaiso Community Schools within two (2) years the amount received by the employee for the sabbatical leave. This rule does not apply in cases where the person becomes incapacitated or in cases where the rule is waived by the Board.

Sabbatical Leave Reinstatement

1. The year of leave will be counted as "paid status" for any base salary raises in the following year.
2. The leave will not endanger the teacher's status.
3. All fringe benefits will be available during the sabbatical leave. Personal leave days and sick leave days do not accumulate.
4. The teacher will be reinstated to the same school and position held when the leave was granted unless notified in writing by the superintendent before the leave is granted.

General Leave

After five (5) consecutive years of employment in the Valparaiso Community Schools as a full-time teacher, a teacher may request a leave of absence (without pay) for a period of time not to exceed twelve (12) calendar months for the purpose of returning to school as a full-time student to further one's education and enhance one's ability as a teacher. This leave will be granted provided that no more than two percent (2%) of the teachers are on leave at one time for any purpose, including sabbatical leave and maternity leave. When a leave is granted to a teacher, another five (5) years must elapse before the granting of another leave to that teacher, other than those required by law.

Leave of absence must be applied for no later than sixty (60) days prior to the effective date of the proposed leave of absence. The teacher will be permitted to return to the position, but only at the beginning of a semester.

Individual requests for leave of absence for other reasons by teachers who have been employed for five (5) consecutive years in the Valparaiso Community Schools will be evaluated on a case-by case basis. The Superintendent will counsel with the proper representative of the Valparaiso Teachers' Association in connection with any such application or leave of absence and will then present their recommendation to the Board whose decision will be final.

If teachers with less than five (5) years of experience leave for any reason, they may reapply for a teaching position.

Child Birth/Adoption Leave (CB/A Leave)

A teacher desiring a leave of absence for adoption or birth of a child shall provide notice no less than thirty (30) days before the leave is to begin, by completing the Leave of Absence for Adoption or Birth Application submitted to the Human Resource Department. 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 practical. The period of leave shall commence when the child is physically turned over to the parent/ or date of birth.

The teacher may elect to utilize his/ her accumulated paid leave days immediately following adoption/birth. While on leave, leave days will be paid only for the number of assigned duty days the teacher is absent.

If eligible, teachers may request Family and Medical Leave (FMLA) as outlined in the "Family Medical Leave" portion of the teacher handbook.

Child Rearing Leave

A teacher desiring additional time for child rearing purposes should request in writing a Child Rearing Leave. Teachers should provide notice no less than thirty (30) days before qualifying event. Child rearing leaves are for one (1) consecutive calendar year immediately following the birth/ adoption of child.

Leave days will not accrue while on Child Rearing Leave. Teachers on leave are not guaranteed the same teaching position upon returning to work.

Legal

A teacher called for jury duty on school days shall be compensated for the difference between the teaching pay and the pay received for the performance of such obligations.

Military

If a National Guard, Reserve encampment or a period of training due to an emergency situation should occur during the school year, the teacher required to participate shall be granted a temporary leave of absence. The employee will receive his/her regular salary minus that which he/she shall receive from the government for school days spent in government service as allowed by law.

Professional Meetings

In most instances professional leave days will be initiated by the administration; however, an individual teacher who is aware of an educational meeting that will benefit the educational process of the school system, may apply for such leave using an application form available in electronic form from the website.

Professional leave days shall only be used for the purpose of:

1. Attending and/or participating in educational conferences, workshops, trainings, and meetings of: local, state, national educational organizations, higher education, or governmental agencies concerned with public school education.
2. Visitation to other schools or educational institutions for the purpose of observing instructional techniques of other instructionally oriented programs.
3. Other professional activities as requested by the administration to further the purpose and goals of the district.

ARTICLE IX: INSURANCE

Indiana Workman's Compensation and Occupational Disease Laws apply to all employees of the Valparaiso Community Schools. In order to substantiate claims for medical bills and lost time accidents under these laws, all on-the-job injuries must be reported to the teacher's principal or immediate supervisor and an accident report filed with the school nurse as soon as possible. (Not more than three (3) days)

Major Medical Insurance

Teachers working eighty percent (80%) or more are eligible to participate in the Valparaiso Employee Benefit Plan for either single or family coverage, subject to the plan provisions. The Board shall pay eighty percent (80%) of the premium for this insurance coverage except where applicable under the terms of the Affordable Care Act (ACA) Minimum Value Plan.

Life Insurance

Teachers working fifty percent (50%) or more are eligible for membership in a group life insurance program including accidental death and dismemberment clauses upon payment of a $1.00 membership fee. The Board shall pay the cost of the life insurance premium in excess of $1.00.

Income Protection

Teachers working eighty eight percent (88%) or more are eligible for membership in a group income protection plan, LTD, upon payment of a $1.00/annual membership fee. The Board shall pay the cost of the income protection premium in excess of $1.00.

Death of Insured Employee

In the event of premature death of a teacher (current, disabled, or retired), the surviving spouse will be eligible to continue to participate by paying the full cost of the premium in the Employee Benefit Health.

Insurance Plan until the earliest of:

1. Eligibility date for Medicare
2. Age 65
3. Date of remarriage

Continuation of Insurance Benefits

Teachers who separate service early may continue in the Valparaiso Employee Benefit Plan by paying the full amount of the monthly premium provided they retire after age 50 with a minimum of five (5) years of service in the Valparaiso Community Schools. Participation in the program cannot extend past the teacher's eligibility date for normal Medicare benefits. A teacher's spouse may continue participation in the program on the same basis as the teacher. Dependent children of the teacher may continue participation in the program until no longer eligible for coverage as dependent children as defined in the plan.

ARTICLE X: SECTION 125

Teachers are eligible for participation in any available Section 125 program.

ARTICLE XI: GRIEVANCE PROCEDURE

A grievance is defined as any claim by a teacher or the Association that there has been a violation or misapplication of the specific terms of this contract or the specific terms of the approved, written Board policies.

If a teacher has a personal complaint or grievance, which they desire to discuss with a supervisor, the teacher is free to do so without recourse to the grievance procedure. If the teacher is considering filing a grievance through the formal grievance procedure, the teacher must provide written notification to the Superintendent of Schools and the president of the Association that they intends to file a formal grievance. A grievance shall not be heard by the administration until the teacher has provided such written notification.

Time limits in this procedure shall be complied with unless modified by written agreement of the parties. All meetings required by the various portions of this grievance procedure, except those with the Board, shall be by appointment at the end of the school day unless an alternate time is mutually agreed upon in writing by the parties.

If, in the judgment of the Association and the administration, a grievance affects a group or class of teachers in more than one building, the Association may submit such grievance in writing to the appropriate Superintendent's designee or their designee directly and the processing of such grievance shall be commenced at **Step Two** of the grievance procedure.

If the disposition of a grievance is not received from the Administration in accordance with timelines outlined in this procedure, the grievant may proceed to the next step.

All parties shall be responsible for keeping their own copies of the written materials and no one is responsible for keeping copies of written material for any other person or group.

Step One

The teacher will initiate the grievance procedure by completing the official grievance form (APPENDIX C) and filing it with their principal and the president of the Valparaiso Teachers' Association within thirty (30) working days of discovery of the event giving rise to the grievance. If the event giving rise to the grievance occurred more than 150 days prior to the date the grievance was filed, the grievance shall not be formally considered by the parties and shall not proceed through the steps of the grievance procedure. A conference shall be scheduled within ten (10) working days between the principal and the teacher and the Association representative. The principal shall notify the grievant and Association in writing within ten (10) working days after the grievance is heard as to the disposition of the grievance at that level.

Step Two
If the grievance is not adjusted to the satisfaction of the grievant, the grievant, may request that the Superintendent's designee hear the grievance, provided that such request is made within ten (10) working days from the date the grievant and Association receive notice of the decision on the grievance at the initial level. A conference shall then be held within ten (10) working days. The teacher and an Association representative shall attend the conference. The Superintendent's designee shall notify the grievant and Association in writing within ten (10) working days after the conference as to the disposition of the grievance at that level.

Step Three
If after a decision has been rendered at the Superintendent's designee's level, the grievance remains unadjusted to the grievant's satisfaction, the grievant may appeal to the Superintendent.

Such appeal shall be made by filing the official grievance with the Superintendent within ten (10) working days from the date the grievant or Association receive the Superintendent's designee's decision. A conference shall be held at the Superintendent's level within ten (10) working days. The Superintendent shall notify the grievant and Association in writing within fifteen (15) working days after the grievance is heard as to the disposition of the grievance at that level.

Step Four
If after a decision has been rendered at the Superintendent's level, the grievance remains unadjusted to the grievant's satisfaction, the grievant may appeal to the Board of the Valparaiso Community Schools.

Such appeal shall be made by filing a written request with the Superintendent for a meeting with the Board to discuss the alleged violation of the specific terms of the contract. Such request must be filed within ten (10) working days after the grievant or Association receives the Superintendent's decision.

The Board shall meet with the teacher or the representative of the teacher from the Association and the Superintendent and/or the Association representative in executive session no later than the next regularly scheduled meeting of the Board after receiving the request from the teacher. The Board may meet with the teacher in regular session if requested to do so by the employee.

The decision of the Board concerning the grievance shall be made in writing within twenty (20) working days after the meeting has been adjourned. Notification in writing shall be furnished to the teacher, the President of the Valparaiso Teachers' Association and the Superintendent.

SIGNATURES PAGES

This contract is **tentatively agreed** to by the Chief Spokespersons for Collective Bargaining for the Valparaiso Teachers Association and the Board of Education.

By _____ 10-15-26
Chief Spokesperson VTA Team — Date

By Todd Wieland 10-15-26
President VTA — Date

By _____ 10/15/26
Chief Spokesperson Board of Education — Date

THIS CONTRACT IS SO ATTESTED TO BY THE PARTIES WHOSE OFFICERS HAVE SIGNED BELOW:

The undersigned attest to the following: 1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 14, 2026, 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 October 15, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

VALPARAISO TEACHERS ASSOCIATION

By _____
President

By _____
Vice President

BOARD OF EDUCATION

By _____
President

By _____
Vice President

By _____
Secretary

By _____
Member

By _____
Member

APPENDICES

APPENDIX A **ECA Salary Schedule**

APPENDIX B **Grievance Procedure**

APPENDIX A				
EXTRA-CURRICULAR SALARY SCHEDULE				
(Adjusted for Board pickup of TRF Contract Amount)				
Number of Positions is for Reference Only				
26-27				
VALPARAISO HIGH SCHOOL				
				$56,200
Athletic Trainer		2	**0.2589**	**$14,551**
Athletic Supervisor		1	**0.2247**	**$12,629**
BOYS SPORTS:				
Baseball				
Head Coach		1	**0.1931**	**$10,855**
Varsity Assistant Coach		1	**0.1270**	**$7,138**
Junior Varsity Coach		1	**0.1270**	**$7,138**
Junior Varsity Assistant Coach		1	**0.1222**	**$6,868**
Freshman Coach		1	**0.1172**	**$6,589**
Basketball				
Head Coach		1	**0.2846**	**$15,994**
Varsity Assistant Coach		1	**0.1895**	**$10,653**
Junior Varsity Coach		1	**0.1895**	**$10,653**
Junior Varsity Assistant Coach		1	**0.1610**	**$9,050**
Freshman Coach		2	**0.1423**	**$8,000**
Cross Country				
Head Coach		1	**0.1281**	**$7,197**
Assistant Coach		1	**0.0845**	**$4,748**

Football				
Head Coach		1	**0.2846**	**$15,994**
Varsity Assistant Coach		4	**0.1895**	**$10,653**
Junior Varsity Coach		3	**0.1895**	**$10,653**
Freshman Coach		1	**0.1423**	**$8,000**
Assistant Freshman Coach		3	**0.1289**	**$7,247**
Golf				
Head Coach		1	**0.1443**	**$8,111**
Junior Varsity Coach		1	**0.0962**	**$5,408**
Soccer				
Head Coach		1	**0.1931**	**$10,855**
Junior Varsity Coach		1	**0.1270**	**$7,138**
Freshman Boys Coach		1	**0.1172**	**$6,589**
Tennis				
Head Coach		1	**0.1281**	**$7,197**
Junior Varsity Coach		1	**0.0845**	**$4,748**
Track				
Head Coach		1	**0.1931**	**$10,855**
Assistant Coach		4	**0.1270**	**$7,138**
Volleyball				
Head Coach		1	**0.1931**	**$10,855**
Varsity Assistant		1	**0.1270**	**$7,138**
Junior Varsity Coach		1	**0.1270**	**$7,138**
Freshman Coach		1	**0.1172**	**$6,589**
Wrestling				
Head Coach		1	**0.2094**	**$11,768**
Varsity Assistant Coach		2	**0.1167**	**$6,559**

Co-Ed Sports				
Unified Sports				
Unified Track Head Coach		1	**0.0845**	**$4,748**
Unified Track Asst. Coach		3	**0.0294**	**$1,653**
Unified Flag Football Head Coach		1	**0.0531**	**$2,987**
Unified Flag Football Asst. Coach		1	**0.0277**	**$1,560**
Swimming				
Head Swimming and Diving Coach		1	**0.2806**	**$15,768**
Assistant Coach		4	**0.1610**	**$9,050**
GIRLS SPORTS				
Basketball				
Head Coach		1	**0.2846**	**$15,994**
Varsity Assistant Coach		1	**0.1895**	**$10,653**
Junior Varsity Coach		1	**0.1895**	**$10,653**
Junior Varsity Assistant Coach		1	**0.1610**	**$9,050**
Freshman Coach		2	**0.1423**	**$8,000**
Cross Country				
Head Coach		1	**0.1281**	**$7,197**
Assistant Coach		1	**0.0845**	**$4,748**
Flag Football				
Head Coach		1	**0.0838**	**$4,710**
Assistant Coach		1	**0.0433**	**$2,433**
Golf				
Head Coach		1	**0.1117**	**$6,280**
Junior Varsity Coach		1	**0.0739**	**$4,152**

Gymnastics				
Head Coach		1	**0.2094**	**$11,766**
Varsity Assistant Coach		1	**0.1381**	**$7,763**
Junior Varsity Coach		1	**0.1167**	**$6,556**
Soccer				
Head Coach		1	**0.1931**	**$10,855**
Junior Varsity Coach		1	**0.1270**	**$7,138**
Freshman Girls Coach		1	**0.1172**	**$6,589**
Softball				
Head Coach		1	**0.1931**	**$10,855**
Varsity Assistant Coach		1	**0.1270**	**$7,138**
Junior Varsity Coach		1	**0.1270**	**$7,138**
Freshman Coach		1	**0.1172**	**$6,589**
Tennis				
Head Coach		1	**0.1281**	**$7,197**
Junior Varsity Coach		1	**0.0845**	**$4,748**
Track				
Head Coach		1	**0.1931**	**$10,855**
Assistant Coach		4	**0.1270**	**$7,138**
Volleyball				
Head Coach		1	**0.1931**	**$10,855**
Varsity Assistant		1	**0.1270**	**$7,138**
Junior Varsity Coach		1	**0.1270**	**$7,138**
Freshman Coach		1	**0.1172**	**$6,589**
Wrestling				
Head Coach		1	**0.2094**	**$11,768**
Varsity Assistant Coach		2	**0.1167**	**$6,559**

Cheerleading				
Varsity		1	**0.1270**	**$7,138**
Varsity Assistant		1	**0.0774**	**$4,348**
Junior Varsity		1	**0.0774**	**$4,348**
Vikettes				
Varsity		1	**0.1270**	**$7,138**
Junior Varsity		1	**0.0774**	**$4,348**
Academic Competitions				
Academic Team Organizational Coach		1	**0.0579**	**$3,251**
Academic Team Subject Coaches		5	**0.0195**	**$1,099**
DECA		1	**0.0376**	**$2,114**
Mathematics Competition		1	**0.0174**	**$977**
Science Olympiad		2	**0.0426**	**$2,392**
Speech Team		4	**0.0889**	**$4,997**
Spell Bowl		1	**0.0174**	**$977**
Quiz Bowl		1	**0.0174**	**$977**
Class Sponsors				
Freshman		1	**0.0111**	**$626**
Sophomore		1	**0.0111**	**$626**
Junior		2	**0.0511**	**$2,871**
Senior		1	**0.0147**	**$829**
Club Sponsors				
Art Club		1	**0.0299**	**$1,681**
Drama Club - Fall Show Director		1	**0.1300**	**$7,308**
Drama Club - Mocha Madness Director		1	**0.0453**	**$2,548**
Drama Club - Fall Show Assistant		1	**0.0062**	**$346**
Drama Club - Mocha Madness Assistant		1	**0.0062**	**$346**
Drama Club - April Antics Sponsor		1	**0.0186**	**$1,043**
Earth Awareness		2	**0.0441**	**$2,476**

Key Club		2	0.0711	$3,998
Le Cercle Francais		1	0.0299	$1,681
Latin Club		1	0.0299	$1,681
German Club		1	0.0299	$1,681
Spanish Club		1	0.0299	$1,681
History Club		2	0.0174	$977
HOPE		1	0.0230	$1,293
HOPE Assistant		1	0.0098	$549
Interact		1	0.0168	$944
Intramurals Director		1	0.0369	$2,076
LEAD Director		1	0.0441	$2,476
LEAD Ambassador		2	0.0264	$1,482
LEAD Peer Academic Mentor Sponsor		2	0.0369	$2,076
National Honor Society		2	0.0245	$1,378
National Honor Society Assistant		1	0.0147	$829
Natural Helper		3	0.0711	$3,998
SADD		1	0.0197	$1,110
Scholastic Games Club		1	0.0147	$829
Special Olympics		1	0.0299	$1,681
Student Council		2	0.0711	$3,998
Writers Block		1	0.0147	$829
Valenian		1	0.0889	$4,997
Viking Press		1	0.0711	$3,998
STAND		1	0.0314	$1,767
UNICEF		1	0.0711	$3,998
Robotics Head		1	0.0552	$3,103
Robotics Assistant		1	0.0299	$1,682
Future Medical Professionals (FMP) Club		1	0.0441	$2,478
CTSO Competition Advisor		1	0.0139	$779

Department Chairpersons				
<4 size			**0.0376**	**$2,114**
4-6 size			**0.0446**	**$2,504**
7-9 size			**0.0517**	**$2,904**
10-12 size			**0.0587**	**$3,299**
13-15 size			**0.0658**	**$3,696**
16-18 size			**0.0728**	**$4,091**
19-21 size			**0.0799**	**$4,492**
>21 size			**0.0868**	**$4,881**
Music				
Band Director		1	**0.1029**	**$5,780**
Assistant Band Director		2	**0.0447**	**$2,514**
Choral Director		1	**0.0908**	**$5,101**
Jazz Ensemble		1	**0.0635**	**$3,570**
Jazz Band (Second)		2	**0.0338**	**$1,899**
Varsity Singers		1	**0.0635**	**$3,570**
Orchestra Director		1	**0.0562**	**$3,158**
Assistant Orchestra Director		1	**0.0107**	**$599**
Pep Band		1	**0.0299**	**$1,681**
Miscellaneous				
School Communications Liaison		1	**0.0098**	**$549**
Auditorium AV Director		1	**0.1606**	**$9,027**
Learning Center Director		1	**0.0413**	**$2,322**

MIDDLE SCHOOLS				
Athletic Director		2	**0.1490**	**$8,373**
BOYS SPORTS				
Basketball				
Head Coach 7th Grade		2	**0.0838**	**$4,711**
Head Coach 8th Grade		2	**0.0838**	**$4,711**
Assistant Coach 7th Grade		2	**0.0503**	**$2,827**
Assistant Coach 8th Grade		2	**0.0503**	**$2,827**
Cross Country				
Coach 6th, 7th, 8th		2	**0.0782**	**$4,397**
Football				
Head Coach 8th Grade		2	**0.1206**	**$6,776**
Assistant Coach 8th Grade		6	**0.1057**	**$5,938**
Track				
Coach 6th Grade		2	**0.0782**	**$4,397**
Coach 7th Grade		2	**0.0782**	**$4,397**
Coach 8th Grade		2	**0.0782**	**$4,397**
Wrestling				
Head Coach		2	**0.0782**	**$4,397**
Assistant Coach		2	**0.0433**	$2,432
Co-Ed Sports				
Tennis				
Head Coach		1	**0.0312**	**$1,756**
Assistant Coach		1	**0.0188**	**$1,054**

GIRLS SPORTS				
Basketball				
Head Coach 7th Grade		2	**0.0838**	**$4,711**
Head Coach 8th Grade		2	**0.0838**	**$4,711**
Assistant Coach 7th Grade		2	**0.0503**	**$2,827**
Assistant Coach 8th Grade		2	**0.0503**	**$2,827**
Cross Country				
Coach 6th, 7th, 8th		2	**0.0782**	**$4,397**
Gymnastics				
Coach		2	**0.0782**	**$4,397**
Track				
Coach 6th Grade		2	**0.0782**	**$4,397**
Coach 7th Grade		2	**0.0782**	**$4,397**
Coach 8th Grade		2	**0.0782**	**$4,397**
Volleyball				
Coach 7th Grade		2	**0.0782**	**$4,397**
Assistant Coach 7th Grade		2	**0.0433**	**$2,432**
Coach 8th Grade		2	**0.0782**	**$4,397**
Assistant Coach 8th Grade		2	**0.0433**	**$2,432**
Academic Competition				
Mathematics		2	**0.0146**	**$823**
Science		2	**0.0146**	**$823**
Social Studies		2	**0.0146**	**$823**
English		2	**0.0146**	**$823**
Spell Bowl		2	**0.0146**	**$823**

Activities				
6th Grade		2	**0.0174**	**$977**
7th Grade		2	**0.0174**	**$977**
8th Grade		2	**0.0174**	**$977**
Activities and Clubs				
Drama		4	**0.0512**	**$2,877**
Game		2	**0.0141**	**$790**
LEAD System Team Peace		2	**0.0312**	**$1,756**
National Junior Honor Society		2	**0.0218**	**$1,225**
Newspaper		2	**0.0180**	**$1,010**
Science Olympiad		2	**0.0426**	**$2,392**
Science Olympiad Asst. Coach		2	**0.0238**	**$1,338**
Student Council		2	**0.0679**	**$3,815**
Builders Club		2	**0.0174**	**$977**
Yearbook		2	**0.0441**	**$2,476**
STAND		2	**0.0174**	**$977**
STEAM		2	**0.0176**	**$989**
Robotics Head		2	**0.0426**	**$2,392**
Robotics Asst. Coach		2	**0.0238**	**$1,338**
Department Chairpersons				
<4 size			**0.0188**	**$1,054**
4-6 size			**0.0259**	**$1,455**
7-9 size			**0.0328**	**$1,844**
>9 size			**0.0400**	**$2,246**
Music				
Band Director 6th Grade		2	**0.0127**	**$715**
Band Director 7th Grade		2	**0.0127**	**$715**
Band Director 8th Grade		2	**0.0127**	**$715**
Choir Director 6th Grade		2	**0.0098**	**$549**
Choir Director 7th Grade		2	**0.0098**	**$549**

Choir Director 8th Grade		2	0.0098	$549
Orchestra Director 6th Grade		2	0.0098	$549
Orchestra Director 7th Grade		2	0.0098	$549
Orchestra Director 8th Grade		2	0.0098	$549
Team Leaders				
6th Grade Team/Within Team Leader		4	0.0414	$2,327
7th Grade Team/Within Team Leader		4	0.0414	$2,327
8th Grade Team/Within Team Leader		4	0.0414	$2,327
Allied Arts Team Leader		2	0.0610	$3,426
Allied Arts Assistant Team Leader		2	0.0218	$1,225
Miscellaneous				
School Communication Liaison		2	0.0098	$549
Intramural Director		2	0.0368	$2,071
ELEMENTARY SCHOOLS				
STEM		8	0.0211	$1,187
Art Club		8	0.0211	$1,187
Music Club		8	0.0211	$1,187
Choir Director		1	0.0117	$659
Orchestra Director		2	0.0117	$659
Intramural Coordinator		8	0.0211	$1,187
LEAD Sponsor		8	0.0211	$1,187
Math Bowl		8	0.0174	$977
Science Bowl		8	0.0174	$977
Spell Bowl		8	0.0174	$977
Student Council		8	0.0287	$1,615
Multi Tier Systems of Support (MTSS) Coordinator		8	0.0297	$1,669
Elementary Robotics Club		8	0.0211	$1,187
School Communication Liaison		8	0.0098	$549

K-Kids		8	**0.0193**	**$1,087**
Game Club		8	**0.0116**	**$654**
Book Club		8	**0.0116**	**$654**
Elementary Instructional Leadership Team		8	**0.0339**	**$1,905**
New Teacher Program Coordinator		2	**0.0211**	**$1,187**
District Department Chair				
ELL Department Chair		1	**0.0352**	**$1,976**
HOURLY RATES				
Audio/Visual Assistant				$7.65
Intramural				$13.25
Saturday Classes				$23.25
Middle School Auditorium				$12.00

APPENDIX B: GRIEVANCE PROCEDURE

VALPARAISO COMMUNITY SCHOOLS
GRIEVANCE REPORT FORM

Step I
PRINCIPAL

Specify the date of the alleged violation of the Master Contract, the nature of the violation, the specific section(s) of the Master Contract which were violated, and how you would like the grievance resolved.

(If additional space is needed, attach an additional sheet)

Name of Grievant _____
Please Print

Date _____ Grievant's Signature _____

* *

Date Received _____ Conference Date _____

Names of Parties in Attendance

_____

_____

Decision

(If additional space is needed, attach an additional sheet)

Date of Decision _____ Superintendent's Designee _____

VALPARAISO COMMUNITY SCHOOLS
GRIEVANCE REPORT FORM

Step II
SUPERINTENDENT'S DESIGNEE

Specify those issues which you maintain have not been resolved to your satisfaction at the previous level, and your reason for same.

(If additional space is needed, attach an additional sheet)

Name of Grievant _____
Please Print

Date Grievance Filed at Step I _____

Date _____ Grievant's Signature _____

* *

Date Received _____ Conference Date _____

Names of Parties in Attendance

_____

_____

Decision

(If additional space is needed, attach an additional sheet)

Date of Decision _____ _____
Superintendent's Designee

Please attach copies of Step I filing and principal's decision.

VALPARAISO COMMUNITY SCHOOLS
GRIEVANCE REPORT FORM

Step III
SUPERINTENDENT

Specify those issues which you maintain have not been resolved to your satisfaction at the previous level, and your reason for same.

(If additional space is needed, attach an additional sheet)

Name of Grievant _____
Please Print

Date _____ Grievant's Signature _____

* *

Date Received _____ Conference Date _____

Names of Parties in Attendance

_____

_____

Decision

(If additional space is needed, attach an additional sheet)

Date of Decision _____ Superintendent _____

Please attach copies of Step I and II filing and decisions