2026-2027
AGREEMENT

between

the

WESTVIEW SCHOOL CORPORATION

and

WESTVIEW EDUCATION ASSOCIATION

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AGREEMENT RATIFICATION

This agreement is made and entered into at Topeka, Indiana, on this 2nd day of November 2026, between the Westview Board of Education, and the Westview Education Association. This agreement is so attested to by the parties whose signatures appear below:

Westview Education Association

BY: _____
Co-President – Les Hively

BY: _____
Co-President – Mike Brown

BY: _____
Chief Negotiator – Molly Manns

BY: _____
Member – Tim Gonderman

Westview Board of Education

BY: _____
President – Keith Lambright

BY: _____
Vice President – Chad Bender

BY: _____
Secretary – Carrie Schrock

BY: _____
Member – Charles Christner

BY: _____
Member – Tobey Schwartz

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RECOGNITION

The Westview Education Association is hereby recognized by the Westview School Corporation, Topeka, Indiana, as the exclusive bargaining agent for all certified employees except its superintendent, corporation wide administrators, building administrators, speech language pathologist for the purposes of bargaining collectively and discussing as prescribed and defined in P.L. 217, 1973 Acts of the Indiana General Assembly.

TERMS OF THE AGREEMENT

I. The terms of this agreement shall begin July 1, 2026 and terminate June 30, 2027 with the following exceptions:

A. Contract items related to wages and salary mutually agreed upon by the Westview Education Association and the Westview School Corporation may be jointly reviewed at times and places convenient to both parties.

B. Both parties agree to discuss health and dental insurance if the insurance committee would recommend any changes to the health plan that could impact the terms in this contract. In the event discussions result in a memorandum of understanding (MOU), IEERB rules and procedures regarding MOU's will be followed.

II. Public hearing – September 8, 2026 and Public meeting – October 19, 2026

A. The public hearing and meeting were held in-person. The governing body and the public were not given the option to participate in the public hearing or public meeting by means of electronic communication.

GRIEVANCE PROCEDURE

I. Section I – Definition

A "grievance" is a claim by one or more teachers of an alleged violation of the terms of this negotiated agreement.

II. Section II – Procedure

A. – Informal

This grievance procedure is not intended to affect the normal communications between the building principal and the teacher regarding any problems. It is expected that any problem, or potential problem, would first be discussed by the teacher with the building principal within 10 days of the first time the grievant knew or reasonably should have known of the problem (grievance).

B. – Formal

Step I

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

Step II

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

Step III

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

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

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

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

All written communications herein specified shall be sent by certified or registered mail or hand delivered with time, date and signature of employee and school representatives on a

receipt. Time limits stated herein may be extended only by mutual agreement and said agreements must be in writing and signed by both parties.

PLACEMENT OF TEACHERS INTO THE SALARY RANGE

The Westview School Board will determine the beginning wages of certified employees not currently working at Westview and such wages shall be reflected in the Salary Schedule. All benefits and raises will be determined by this agreement.

SALARY AND WAGE PROVISIONS

I. Both parties agree that salaries and wages to be affected by this agreement are accurately reflected in the Westview salary range, $50,000.00 to $84,250.00 (see Certified Teacher Salary Schedule table) and the Westview Extra-Curricular Pay Scale, attached at the end of this document. The salary range prior to any raises was $48,650.00 to $78,900.00.

II. No teachers rated ineffective or needs improvement based on the teacher evaluation instrument shall receive a raise except teachers who have not yet completed two full years of teaching. Any money for increases that would otherwise have gone to teachers rated ineffective or improvement necessary must be redistributed to eligible teachers as a stipend before the end of the school year.

III. No more than 50% of any calculation used to determine a raise for the bargaining unit will be based on years of experience and education.

IV. Junior or senior high school teachers teaching a 7/6 load shall be reimbursed an additional 1/6 of their base contract.

V. Remuneration for the ancillary duty of in-house teacher substitution and coverage of study hall and noon supervision, at the teacher's discretion, shall be in the form of ½ day of additional sick leave for each three (3) class hours of substitution or $16.50 per class hour covered.

VI. Employees will be paid their daily rate (base salary divided by 185) for extra teaching days on the contract.

VII. An index system based on $50,000.00, the base pay of a first year teacher (step 0) with a Bachelor's degree on the Salary Schedule will be utilized to determine the extra-curricular (ECA) pay. Any information in the Extra-Curricular Pay Scale beyond wages was not bargained and is included for informational purposes only.

VIII. The board may award up to a total of $10,000.00 in discretionary stipends to effective teachers with no individual receiving more than a $200.00 stipend.

IX. For a new sport/activity, the salary/ies will be proportionate based on the number of scheduled activities of the sport/activity most similar, (one day will be one activity; i.e. when there are two or three-way activities in one day, this will count as one activity), as discussed with the W.E.A. When the sport/activity achieves a full schedule according to the building principal, it will receive a full-negotiated extra-curricular salary.

FRINGE BENEFITS

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

I. HEALTH AND DENTAL INSURANCE

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

For the calendar year beginning January 1, 2027, the annual contribution for single subscribers choosing the group dental, health, and vision insurance paid by Westview School Corporation will be according to the below table. In addition, the corporation will contribute to a VEBA (HRA) plan annually according to the below table. The premium amount will change if the cost of the premium decreases or increases. The corporation will pay 80% of any premium increase regardless of the single plan chosen by the subscriber. The corporation contribution will be decreased by 80% of any premium decrease.

For the calendar year beginning January 1, 2027, the annual contribution for family subscribers choosing the group dental, health, and vision insurance paid by Westview School Corporation will be according to the table below. In addition, the corporation will contribute to a VEBA (HRA) plan annually according to the table below. The premium amount will change if the cost of the premium decreases or increases. The corporation will pay 50% of any premium increase regardless of the family plan chosen by the subscriber. The corporation contribution will be decreased by 50% of any premium decrease.

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

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

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

Certified Teacher Benefits	PPO		HDHP #1		HDHP #2	
	Premium Contribution	VEBA Contribution	Premium Contribution	HSA Contribution	Premium Contribution	HSA Contribution
Single	$11,192.71	$ 1,100.00	$10,252.97	$ 2,134.00	$ 9,593.85	$ 2,530.00
Family	$15,872.42	$ 1,100.00	$14,498.28	$ 2,134.00	$15,068.31	$ 2,530.00

Table 1: Certified Teacher Benefits Contributions

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

A. A teacher must be presently teaching in the Westview School Corporation.

B. The teacher's age plus years of experience must equal INPRS requirement for regular full retirement (currently age 55 and years of experience totaling 85 or age 60 plus 15 years of experience).

C. The teacher must have taught in the Westview School Corporation 15 years prior to eligibility for early retirement.

III. A term life insurance policy, including accidental death and dismemberment, will be provided approximating the teacher's school year salary. The premium will be paid by the Westview School Corporation. In addition, all personnel may purchase supplemental amounts of insurance in increments of $5,000.00, or as dictated by the carrier, the total of which must not exceed the individual's annual wages. Life insurance effective dates are from September 1 to August 31 of each year.

Employees retiring from age 50 to 65 with 15 years of service may participate, at their own expense, in the corporation's life insurance program for an amount equal to the basic insurance coverage in effect during their final year of employment. This may be continued until age 65, at which time the coverage will be reduced to $5,000.00, or as dictated by the carrier. The latter coverage will terminate at age 70. Accidental death and dismemberment provisions, as well as purchased supplemental insurance, will terminate upon retirement.

IV. Upon his or her request and completed application, a long-term disability policy will be purchased for all full-time single health and non-health insurance covered teachers. The premium less one dollar ($1.00) will be paid by the Westview School Corporation. The employee will be responsible for a $1.00 annual contribution toward the premium payment. Employees who elect family health insurance may purchase this coverage at their expense.

V. The Westview School Corporation will pay the required individual teacher deduction for the Indiana State Teacher's Retirement Fund.

LEAVES

I. Thirteen (13) sick leave days with full pay will be granted for first year teachers at Westview, and ten (10) sick leave days with full pay will be granted for each year thereafter. Any certified personnel who is less than one (1) full-time equivalent (FTE) shall receive the same number of days proportionate to their FTE. These days are accumulative. At the end of each school year, and after converting other paid leaves to sick leave as provided for below, the school corporation shall reduce accumulated sick leave balances in excess of 90 days to 90 days. This reduction shall be done by the School Corporation depositing $100.00 (one hundred dollars) for every sick leave day a given teacher has in excess of 90 into that teacher's IRS Section 401(a) Plan account. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. The teacher is entitled to complete the remaining maternity leave without pay. In the event the teacher wishes to begin the maternity leave at the beginning of a school year, accumulated sick leave days from previous years of employment may be utilized. Payment for accumulated sick leave days will only be paid after a corresponding number of workdays are missed. Payment terms must be arranged with the business office. Paid sick days count toward FMLA leave.

II. Three (3) days of personal business leave are permitted per school year with full pay. At the conclusion of the school term, a maximum of two (2) unused personal business leave days shall be carried into the teacher's next contract year not to exceed five (5) days in any contract year. Additional unused personal business leave days shall be added to the teacher's accumulative personal sick leave at the end of each school year. Personal business days requested on the first student day, the last student day, or a school day immediately preceding or following: fall, Thanksgiving, Christmas, or spring vacations or holidays (Labor Day, Memorial Day) will be granted once every three (3) contract years upon approval by the superintendent. If another personal business day is requested for any of the specified days in this paragraph within the three-year period, the employee shall be charged two (2) personal business days upon approval by the superintendent.

A. For personal business day leave requests before or after breaks aforementioned, the teacher shall complete a Special Date Personal Business Day Leave Request Form, and submit it to the Office of the Superintendent.

III. At their discretion, teachers shall receive up to five (5) workdays for each family bereavement leave with full pay within fourteen (14) calendar days following such death. The term family shall mean spouse, children, parents, brothers, sisters, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, foster parents, stepparents, stepchildren, legal guardians, and anyone living in the household of the employee. Exceptions to the fourteen (14) calendar day window may be presented to and approved by the superintendent. A teacher shall be granted up to one (1) day of paid leave to attend the funeral of a close friend or a family member not aforementioned provided the death occurs during the school year.

A. For all bereavement/funeral leave requests, the teacher shall complete a Bereavement/Funeral Leave Request Form, attach a copy of the obituary, and submit both to the Office of the Superintendent.

IV. Legal leave days are permitted to appear for jury duty with full pay. Any payment made to the employee by the Court, other than a mileage reimbursement, shall be paid to the Westview School Corporation. It is the responsibility of the employee to obtain remittance information from the Court to determine jury duty compensation due to the Westview School Corporation. Additional legal leave days with full pay shall be granted to appear in arbitration, negotiation, or fact-finding proceedings, provided they cannot be scheduled during non-teaching hours.

V. Attending and/or participating in professional workshops, seminars or conferences, and visiting other school corporations to observe instructional techniques, or other instructionally oriented programs are encouraged to enhance the educational process. Conference leave will be granted only upon the recommendation of the teacher's building principal and approval by the Superintendent. Certain travel and lodging expenses, registration fees, etc., will be paid by Westview School Corporation in accordance with the rules and procedures prescribed by the Indiana State Board of Accounts, the Westview Board of Education, and as agreed on a signed trip reimbursement/request application signed by the superintendent.

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

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

MISCELLANEOUS

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

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

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

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

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

A. Teachers who qualify for traditional severance & early retirement benefits shall have their combined traditional severance & retirement benefit entitlement calculated by using the total number of unused personal sick days accumulated by the teacher, which includes those purchased by the school corporation and included in the 401(a) Plan.

B. Teachers who qualify for traditional severance & early retirement benefits shall have these benefits reduced, dollar for dollar, by the amount of contributions made and assumed balance in the given teacher's IRS Section 401(a) Plan account at the time of retirement.

C. Likewise, at the time of a given teacher's separation from employment at Westview School Corporation, the vendor of the IRS Section 401(a) Plan shall compute hypothetical earnings on the assumed balance to that teacher's IRS Section 401(a) Plan account from each time of deposit to the time of separation with an assumed annual rate of return of 7% for the contributions made and assumed balance prior to July 1, 2007 and with an assumed annual rate of return of 5% for the contributions made and assumed balance on or after

July 1, 2007. The amount of the assumed balance at separation shall then also be used to reduce, dollar for dollar, the given teacher's remaining combined benefits.

D. The corresponding Traditional Severance & Early Retirement provision notwithstanding, payment of the balance of the traditional benefits due a teacher will be made in one lump sum. If the school is notified by April 1 of the year of retirement, the payment will be made prior to July 1 following separation. If the school was not notified by April 1 of the year of retirement, the payment may be delayed by one year.

III. IRS Section 401(a) Plan - For teachers who have not obtained regular teacher contract status from the Westview School Corporation on or before January 1, 2001, this plan represents all severance benefits available to the teacher.

A. Effective July 1, 2001 and thereafter, the school corporation shall maintain an IRS Section 401(a) Plan Retirement Program and such other IRS qualified retirement plans as may be appropriate and acceptable to the parties.

B. As provided for elsewhere in this agreement, the school corporation shall make payments for accumulated personal illness days into a qualifying teacher's 401(a) Plan account.

C. All teachers will have an ongoing amount equal to one percent (1%) of their regular gross salary placed in their 401(a) Plan accounts.

D. Teachers who have obtained regular teacher contract status from the Westview School Corporation after January 1, 2001 will receive additional contributions above the one percent (1%) of their regular gross salary placed in their 401(a) Plan account based upon the certified employee's end-of-school year accumulated sick leave balance. At the end of each school year, and after converting other paid leaves to sick leave as provided for under the Leaves paragraphs I and II, the following table will be used to determine the additional contribution.

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

Table 2: Post-2001 Hired Teachers Additional 401(a) Contributions

E. Teachers will be allowed to continue making their 403(b) Plan contributions in annuity accounts heretofore recognized by the Board and/or into 403(b) Plan accounts offered by the vendor of the parties' 401(a) Plan accounts.

F. During subsequent rounds of bargaining, the parties will negotiate whether or not to have the board make additional one-time only contributions and/or whether or not to increase the percentage of ongoing contributions.

G. The school corporation and association will maintain a joint retirement planning committee that shall be charged with recommending who shall be the vendor of the 401(a) Plan accounts. Additionally, the joint committee shall be charged with ensuring, through

the vendor that the plan and accounts are and remain in compliance with IRS rules and regulations. Should the board have reason not to endorse the vendor, the joint committee will reconsider its recommendation, and the selection process will be repeated.

H. Teachers shall be fully and immediately vested in the 401(a) Plan. The vested assets of the 401(a) Plan account are the property of the teacher and, in the event of the teacher's death, the teacher's estate.

I. It is understood between the parties that the ongoing contributions into teachers' plan accounts are in lieu of receiving the same percentages as regular salary.

J. In that the parties are using the percentage of employer contribution to this plan in lieu of applying this percentage to salary increases, should the parties subsequently have cause to terminate this 401(a) Plan, and unless otherwise agreed to between them, upon termination, the then percentage contribution that was given in lieu of salary to this plan shall immediately be applied as a like-percentage across-the-board salary range increase.

K. If IRS, a court of competent jurisdiction, or the parties hereto deem any element of this article and actions taken pursuant to it to be out of compliance with IRS Rules and Regulations or other law, the parties will take all necessary action to correct the situation.

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

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

A teacher:

A. Must have met the minimum requirements for benefits under the Indiana State Teachers' Retirement Fund for each option.

B. Must have signed six consecutive teaching contracts at Westview.

C. Must terminate employment because of retirement, health, resignation, or death. (*In the event of death, payment will be made to the beneficiaries of the employee's estate*.)

D. Must be presently teaching in the Westview School Corporation.

E. Must notify the Superintendent by June 1 of the year preceding retirement if they plan to receive benefits during the first year of retirement. The request for any retirement benefit must be made in writing to the Board of Education by June 1 of the year prior to retirement (*Only the board of education may waive this requirement*.)

F. May designate how funds will be distributed after the funds have been placed in a separation account.

II. Severance plan as described below:

A. (Years in corporation x .008 x highest paid contract) + $100.00 x number uncompensated accumulated sick days).

B. The teacher will be permitted to remain in the school corporation's health plan until Medicare eligible. The school corporation will contribute toward the health plan premium a stipend dollar amount equal to two thousand five hundred dollars ($2,500.00 or $208.33 per month). Also, the teacher may apply any amount of their retirement bonus toward his or her health insurance premium. Details of this arrangement must be arranged with the administration.

III. Early Retirement Incentive:

A. Eligibility (All three requirements must be met)

1. A teacher must be presently teaching in the Westview School Corporation.

2. The teacher's age plus years of experience must equal INPRS requirement for regular full retirement (currently age 55 and years of experience totaling 85 or age 60 plus 15 years of experience).

3. The teacher must have taught in the Westview School Corporation 15 years prior to eligibility for early retirement.

B. Bonus

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

Table 3: Pre-2001 Hired Teachers Early Retirement Incentive Eligibility Percentages

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

C. Other stipulations

1. The first year of eligibility through the eighth year must be attained prior to the first scheduled day of the following school year.

2. If a teacher has accumulated 150 unused sick leave days, they will receive the maximum benefit as noted in IIIB above. For every day less than 150, the payment will be reduced by sub base pay the year of retirement. Any sick days unused at the end of the year of retirement will be reimbursed at $100.00 and added to the retirement Salary Bonus.

3. The final base salary is defined as the salary paid the teacher the year prior to retirement. It does not include extra-curricular assignments or other assignments or incentive awards beyond the base salary.

4. Teachers working less than a full day will have their retirement pay (bonus) pro-rated on the basis of the actual base salary.

5. If the State of Indiana would ever adopt a salary schedule applicable to all school districts with levels higher than the Westview contract, severance and early retirement plans applicable to the Westview School Corporation would be declared null and void and subject to negotiation.

6. The teacher will be permitted to remain in the Westview school corporation's health plan until Medicare-eligible. The school corporation will contribute a stipend toward the Westview health plan premium a dollar amount equal to two thousand five hundred dollars ($2,500.00 or $208.33 per month).

SICK LEAVE BANK

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

Specific stipulations of the Sick Leave Bank are as follows:

I. Definition: A participant in the bank shall be any of the certificated personnel of Westview Schools who enrolls during their specified enrollment period.

II. Establishing the bank:

A. Each certified person wanting to be a participant in the Sick Leave Bank shall make an initial donation of one (1) accumulated and credited sick leave day to the bank. Part-time employees shall donate a day on a prorated basis.

B. All donated days are a permanent contribution to the bank and are not transferable to another school corporation should a participant leave the Westview School Corporation's system.

C. All certified personnel who want to enroll in the Sick Leave Bank must do so on the Official Enrollment Form (S.L.B. #1) during the insurance/benefits open enrollment period or within fifteen (15) working days of their first work day.

D. Certified employees will not need to re-enroll in the bank unless it is deemed necessary for all participants to re-enroll in order to keep the bank operative. If re-enrollment is necessary, all certified personnel become eligible to enroll in the bank. The W.E.A. executive council shall have the responsibility to determine whether or not re-enrollment is necessary.

E. All participants and days will be kept in a Sick Leave Bank ledger available to be audited by the board or the association at the beginning of each month. Participants' individual service record cards will show the deduction for days donated to the bank. Record keeping will be done in the central office.

F. At the conclusion of each school year, the Sick Leave Bank's unused days will be carried over to the next school year.

III. Borrowing from the Bank

A. Application to borrow from the Sick Leave Bank must be made on the official Application to Borrow from the Westview Sick Leave Bank Form, (S.L.B. #2) and a physician's statement attached.

B. A committee of three (3) teachers and one administrator will approve borrowing from the Bank. This committee and/or vacancies shall be appointed by the W.E.A. president and the superintendent.

C. All sick leave days previously accumulated must be exhausted prior to borrowing from the Sick Leave Bank.

D. Borrowing from the bank can only be allowed for absences for three (3) or more consecutive working days due to an illness or disability.

E. Any teacher enrolled in the Sick Leave Bank, who has exhausted their accumulated sick leave and who has also accumulated five (5) uncompensated sick leave days each year, is eligible to apply to the sick leave bank committee for compensation for further absences from work during the current contract year.

F. The sick leave bank may only be used for the personal illness of a participant.

G. A participant may borrow up to sixty (60) days per year, but not more than one hundred eighty (180) days during employment with the Westview School Corporation.

H. Application to borrow from the Sick Leave Bank may be made by a personal representative of a participant in cases where the participant is unable to do so.

I. Leave from the sick leave bank may not be used for maternity or childbirth leave unless substantial and actual medically determined physical or mental disability has arisen out of the pregnancy or childbirth.

IV. Repaying the days borrowed

A. A participant agrees to repay the Sick Leave Bank from their credited sick leave days at the rate of four (4) days per year upon returning to active employment with the Westview School Corporation.

B. If a participant's health permits them to return to active employment, and they do not elect to return to active employment with the Westview School Corporation, or they elect to accept employment elsewhere, the participant agrees to repay the Westview School Corporation for the sick leave bank days borrowed in cash. This cash amount will be equal to that paid to secure a substitute during the time the participant borrowed from the Sick Leave Bank, (not the substitute teacher daily rate) but in no case more than they would have earned.

C. A participant agrees to repay this cash amount in total upon electing not to return to active employment (health permitting) with Westview School Corporation or at a rate agreed upon per year but not less than the equivalent of seven (7) substitute days per year. It is also agreed that any amount of unpaid balance due after five (5) years shall become due immediately upon request by Westview School Corporation.

D. In the case of continued disability, retirement, or in the event of death, it is understood that the participant, participant's family or estate will have no obligation in regard to this agreement. Continued disability is to be verified by a board and association approved physician.

WAIVERS

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

SALARY SCHEDULE

I. For the 2026-2027 school year, the Salary Schedule replaces the prior compensation model as the schedule used to determine new teacher salary placement. Each new teacher must provide documentation of degree attained, number of teaching years completed, and whether or not they hold a literacy endorsement upon hire. Each teacher shall be assigned a lane and step based on the distribution guidelines below. The corporation shall provide each teacher written notice of the teacher's step, lane, prior base salary, and new base salary, by the end of the first week of school. Part-time staff pay will be prorated based on percentage of contract.

Distribution guidelines:

A. Salary Increase Eligibility—A returning teacher must have been employed by Westview School Corporation for at least one hundred twenty (120) workdays during the previous school year to be eligible for salary increases under this compensation plan.

B. Academic Needs—Academic needs is defined as the need to retain returning teachers to maintain continuity of instruction and support students' academic growth. Each returning teacher who meets the above eligibility requirements satisfies this factor and shall receive a $1,500.00 increase to base salary for the 2026–2027 school year.

C. Education and Experience—Teacher Retention Catch-Up: The $1,500.00 academic needs increase shall be applied first. A returning teacher who satisfies the education and experience factor and whose base salary, including the $1,500.00 increase, is less than the applicable amount in the bargained Salary Schedule below shall receive an additional base salary increase equal to the difference. The applicable schedule amount is the salary established for a newly hired teacher with comparable qualifying educational attainment and credited experience. This additional increase is expressly designated a teacher retention catch-up under Indiana Code § 20-28-9-1.5(d)(2). It equals the difference between the step schedule and the base salary after the academic needs factor is applied, up to an additional $12,444.00. Salary adjustments are in comparison to the base salary of new teachers. No teacher's base salary shall be reduced through implementation of the schedule.

II. The base salary of teachers who possess a literacy endorsement will be adjusted as needed to reflect a $250.00 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

A. Any returning teacher who has attained the literacy endorsement must provide proof before the first day of school by completing the Salary Lane Change Request Form and submitting to the superintendent. For the 2026-2027 school year, proof of literacy endorsement was accepted through October 1st.

III. One-Time payments or stipends that will not be added to the teacher's base pay will be paid on special pay dates. The first award payment of the school year will occur with a special pay in the fall. The second award payment of the school year will occur with a special pay in the spring. The pay dates are subject to change per the regularly scheduled payroll.

Stipends:

A. Westview Funded Professional Performance Award Program – Two $125.00 payments, $250.00 total, to be based on Professional Performance Award Program to each teacher qualifying.

IV. Upon ratification by the WEA and School Board approval, teachers shall receive a retroactive payment on the next available pay date. Each subsequent payment will reflect any salary increase for the remainder of the contract.

V. Any returning teacher who will make a lane change in the Salary Schedule for attaining their Master's degree must provide proof before the first day of school along with completing the Salary Lane Change Request Form and submitting to the superintendent.

VI. Any teacher who will be pursuing their Master's degree must complete the Master's Coursework Notification Form and submit it to the superintendent.

Certified Teacher Salary Schedule

For the 2026-2027 school year

	Lane			
Step	**Bachelors**	**Bachelors + Literacy Endorsement**	**Masters**	**Masters + Literacy Endorsement**
0	$50,000	$50,250	$55,000	$55,250
1	$51,083	$51,333	$56,208	$56,458
2	$52,167	$52,417	$57,417	$57,667
3	$53,250	$53,500	$58,625	$58,875
4	$54,333	$54,583	$59,833	$60,083
5	$55,417	$55,667	$61,042	$61,292
6	$56,500	$56,750	$62,250	$62,500
7	$57,583	$57,833	$63,458	$63,708
8	$58,667	$58,917	$64,667	$64,917
9	$59,750	$60,000	$65,875	$66,125
10	$60,833	$61,083	$67,083	$67,333
11	$61,917	$62,167	$68,292	$68,542
12	$63,000	$63,250	$69,500	$69,750
13	$64,083	$64,333	$70,708	$70,958
14	$65,167	$65,417	$71,917	$72,167
15	$66,250	$66,500	$73,125	$73,375
16	$67,333	$67,583	$74,333	$74,583
17	$68,417	$68,667	$75,542	$75,792
18	$69,500	$69,750	$76,750	$77,000
19	$70,583	$70,833	$77,958	$78,208
20	$71,667	$71,917	$79,167	$79,417
21	$72,750	$73,000	$80,375	$80,625
22	$73,833	$74,083	$81,583	$81,833
23	$74,917	$75,167	$82,792	$83,042
24+	$76,000	$76,250	$84,000	$84,250

Table 4: Certified Teacher Salary Schedule

Form S.L.B. #1

WESTVIEW SICK LEAVE BANK

Official Enrollment Form
Certified Employees Only

I wish to join the Westview Sick Leave Bank with the understanding that I will donate one (1) of my sick leave days this school year.

Name_____

School_____

Date_____

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

Form S.L.B. #2

WESTVIEW SICK LEAVE BANK

Application to Borrow from the Westview Sick Leave Bank Form

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

Name_____

School_____

Date_____

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

Physician's Letter Required_____

792 **Form Master's Coursework Notification**

WESTVIEW SCHOOL CORPORATION

Master's Coursework Notification Form

Complete this form when planning to begin master's coursework and submit it to the Superintendent's office for review.

Teacher Information

Name: _____ Date submitted: _____

Building: _____ Teaching assignment: _____

School email: _____

Current highest degree: ☐ Bachelor's ☐ Master's ☐ Other: _____

Planned Degree Program

College or university: _____

Degree sought: _____ Field of study: _____

Expected start date: _____ Anticipated completion: _____

Program status: ☐ Planning to apply ☐ Accepted ☐ Enrolled ☐ Coursework started

Program category: ☐ Field of study ☐ School administration ☐ Related field

Additional license or endorsement: ☐ No ☐ Yes: _____

Attachments included: ☐ Program description/course plan ☐ Acceptance/enrollment letter

☐ I have read and understand the statements above and certify that this information is accurate.

Teacher signature: _____ Date: _____

Superintendent Review

Superintendent/designee signature: _____ Date: _____

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794 **Form Salary Lane Change Request**

WESTVIEW SCHOOL CORPORATION

Salary Lane Change Request

Complete this form after your literacy endorsement or master's degree has been awarded. Submit it with the required documentation to the Superintendent's office for review of eligibility for a salary lane change. This form and all required documentation must be submitted to the office of the Superintendent by the first day of school for the salary change to be honored.

Teacher Information

Name: _____ Date submitted: _____

Building: _____ Teaching assignment: _____

School email: _____

Current salary lane: _____ Current step: _____

Requested salary lane: _____

Completed Degree Program

College or university: _____

Degree awarded: _____ Field of study: _____

Date degree awarded as shown on official transcript: _____

Program category: ☐ Field of study ☐ School administration ☐ Related field

Prior coursework notification submitted: ☐ Yes ☐ No Date if known: _____

Additional license or endorsement earned: ☐ No ☐ Yes: _____

Documentation Checklist (Select ALL that apply)

☐ Official transcript showing the degree awarded submitted with this request

☐ Official transcript sent directly by the institution Date sent/requested: _____

☐ Prior coursework notification/review attached, if available

☐ Additional required documentation attached: _____

I certify that the information is accurate to my knowledge and have read and understand the statement above.

Teacher signature: _____ Date: _____

District Review and Payroll Processing

Date received: _____ Required documentation complete: ☐ Yes ☐ No

☐ Approved

Superintendent signature: _____ Date: _____

Approved salary lane: _____ Step: _____ Effective date: _____

Payroll processed by: _____ Date: _____

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796 **Form Special Date Personal Business Leave Request**

WESTVIEW SCHOOL CORPORATION

Special Date Personal Business Leave Request

Submit this form each time you request personal business leave on a date listed below. All requests require Superintendent approval. Complete a separate form for each requested absence date.

Teacher and Absence Information

Name: _____ Date submitted: _____

Building: _____ Teaching assignment: _____

School email: _____

Requested absence date: _____ School year: _____

Amount of absence requested: _____ Current personal leave balance: _____

Applicable Special Day

☐ First student day ☐ Last student day

☐ School day immediately preceding ☐ School day immediately following

Check the applicable vacation or holiday for the preceding/following day:

☐ Fall vacation ☐ Thanksgiving vacation ☐ Christmas vacation ☐ Spring vacation

☐ Labor Day ☐ Memorial Day

Requested Leave Option and Three Year Tracking

☐ Once Every Three Years — One personal business day charged for one day absent.

☐ Two for One — Two personal business days charged for one day absent within the three-year period after the once-every-three-years option was used.

Date the once-every-three-years option was last taken: _____

☐ I have not previously used the once-every-three-years option.

Next eligibility date for the one-day option, if known: _____

Leave Rules and Teacher Acknowledgment

Teachers receive three (3) personal business leave days per school year with full pay. At the conclusion of the school term, a maximum of two (2) unused personal business leave days may be carried into the next contract year, not to exceed five (5) days in any contract year. Additional unused personal business leave days are added to accumulated personal sick leave at the end of each school year.

For the special days listed above, the once-every-three-years option must be used first, subject to Superintendent approval. The three-year period is measured from the day that option was last taken. Any additional approved personal business leave on a listed special day during that period is charged at two (2) personal business days for each one (1) day absent. The one-day option becomes available again three calendar years from its last use, subject to Superintendent approval.

☐ I understand the leave charges and approval requirements above and certify that the information provided is accurate.

Teacher signature: _____ Date: _____

District Verification and Superintendent Decision

Verified last use of one-day option: _____ Next eligibility date: _____

☐ One-day option available ☐ Two-for-one required ☐ Additional information needed

☐ Approved ☐ Not approved Personal business days to be charged: _____

Comments: _____

Superintendent signature: _____ Date: _____

Payroll recorded by: _____ Date: _____ Leave balance after: _____

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798 **Form Bereavement/Funeral Leave Request**

WESTVIEW SCHOOL CORPORATION

Bereavement/Funeral Leave Request

Employee Name: _____ **Building/Department:** _____

Position: _____ **Date Submitted:** _____

LEAVE REQUEST

Date of Funeral/Service: _____

Requested Leave Date: _____

☐ Spouse, children, parents, brother, sisters, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, foster parents, stepparents, stepchildren, legal guardians or anyone living in the household of the employee

☐ Close Friend/Other family member not aforementioned

Name of Deceased: _____

Relationship to Employee: _____

Date of Death: _____

REQUIRED DOCUMENTATION

☐ Obituary attached

EMPLOYEE CERTIFICATION

I certify that the information provided above is accurate and that this request is consistent with the applicable leave provision.

Employee Signature: _____ **Date:** _____

FOR SUPERINTENDENT / DESIGNEE USE

☐ Approved ☐ Not approved

Signature: _____ **Date:** _____

Comments: _____

_____

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800 **Extra-Curricular Pay Scale**

801 For the 2026-2027 school year

802

Extra-Curricular Base $ 50,000.00

Count	Season	School	Boys or Girls	Position	Level	Sport/Activity	Title	Current Index	Current Pay
1	Fall Sports	WHS	Boys	Head	Varsity	Cross Country	Coach	0.1024	$ 5,120.00
2	Fall Sports	WHS	Girls	Head	Varsity	Cross Country	Coach	0.1024	$ 5,120.00
3	Fall Sports	WHS		Assistant	Varsity	Cross Country	Coach	0.0535	$ 2,675.00
4	Fall Sports	WHS	Girls	Head	Varsity	Golf	Coach	0.0707	$ 3,535.00
5	Fall Sports	WHS	Boys	Head	Varsity	Soccer	Coach	0.0980	$ 4,900.00
6	Fall Sports	WHS	Boys	Assistant	Varsity	Soccer	Coach	0.0491	$ 2,455.00
7	Fall Sports	WHS	Girls	Head	Varsity	Soccer	Coach	0.0980	$ 4,900.00
8	Fall Sports	WHS	Girls	Assistant	Varsity	Soccer	Coach	0.0491	$ 2,455.00
9	Fall Sports	WHS	Boys		Junior Varsity	Soccer	Coach	0.0600	$ 3,000.00
10	Fall Sports	WHS	Girls		Junior Varsity	Soccer	Coach	0.0600	$ 3,000.00
11	Fall Sports	WHS	Boys	Head	Varsity	Tennis	Coach	0.0737	$ 3,685.00
12	Fall Sports	WHS	Boys	Assistant	Varsity	Tennis	Coach	0.0440	$ 2,200.00
13	Fall Sports	WHS	Girls		9th Grade	Volleyball	Coach	0.0471	$ 2,355.00
14	Fall Sports	WHS	Girls	Head	Varsity	Volleyball	Coach	0.1024	$ 5,120.00
15	Fall Sports	WHS	Girls	Assistant	Varsity	Volleyball	Coach	0.0535	$ 2,675.00
16	Fall Sports	WHS	Girls		Junior Varsity	Volleyball	Coach	0.0626	$ 3,130.00
17	Fall Sports	WJH	Boys			Cross Country	Coach	0.0467	$ 2,335.00
18	Fall Sports	WJH	Girls			Cross Country	Coach	0.0467	$ 2,335.00
19	Fall Sports	WJH	Boys	A-Team		Soccer	Coach	0.0467	$ 2,335.00
20	Fall Sports	WJH	Girls	A-Team		Soccer	Coach	0.0467	$ 2,335.00
21	Fall Sports	WJH	Boys	B-Team		Soccer	Coach	0.0289	$ 1,444.00
22	Fall Sports	WJH	Girls	B-Team		Soccer	Coach	0.0289	$ 1,444.00
23	Fall Sports	WJH	Girls		7th Grade	Volleyball	Coach	0.0467	$ 2,335.00
24	Fall Sports	WJH	Girls		8th Grade	Volleyball	Coach	0.0467	$ 2,335.00
25	Winter Sports	WHS	Boys		9th Grade	Basketball	Coach	0.0763	$ 3,815.00
26	Winter Sports	WHS	Girls		9th Grade	Basketball	Coach	0.0763	$ 3,815.00
27	Winter Sports	WHS	Boys	Head	Varsity	Basketball	Coach	0.2450	$ 12,250.00
28	Winter Sports	WHS	Boys	Assistant	Varsity	Basketball	Coach	0.0865	$ 4,325.00
29	Winter Sports	WHS	Girls	Head	Varsity	Basketball	Coach	0.2450	$ 12,250.00
30	Winter Sports	WHS	Girls	Assistant	Varsity	Basketball	Coach	0.0865	$ 4,325.00
31	Winter Sports	WHS	Boys		Junior Varsity	Basketball	Coach	0.1145	$ 5,725.00
32	Winter Sports	WHS	Girls		Junior Varsity	Basketball	Coach	0.1145	$ 5,725.00
33	Winter Sports	WHS		Head	Varsity	Wrestling	Coach	0.1024	$ 5,120.00
34	Winter Sports	WHS		Assistant	Varsity	Wrestling	Coach	0.0535	$ 2,675.00
35	Winter Sports	WHS		Assistant	Varsity	Wrestling	Coach	0.0535	$ 2,675.00
36	Winter Sports	WJH	Boys	A-Team	7th Grade	Basketball	Coach	0.0626	$ 3,130.00

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Count	Season	School	Boys or Girls	Position	Level	Sport/Activity	Title	Current Index	Current Pay
37	Winter Sports	WJH	Boys	A-Team	8th Grade	Basketball	Coach	0.0626	$ 3,130.00
38	Winter Sports	WJH	Girls	A-Team	7th Grade	Basketball	Coach	0.0626	$ 3,130.00
39	Winter Sports	WJH	Girls	A-Team	8th Grade	Basketball	Coach	0.0626	$ 3,130.00
40	Winter Sports	WJH	Boys	B-Team	7th Grade	Basketball	Coach	0.0441	$ 2,205.00
41	Winter Sports	WJH	Boys	B-Team	8th Grade	Basketball	Coach	0.0441	$ 2,205.00
42	Winter Sports	WJH	Girls	B-Team	7th Grade	Basketball	Coach	0.0441	$ 2,205.00
43	Winter Sports	WJH	Girls	B-Team	8th Grade	Basketball	Coach	0.0441	$ 2,205.00
44	Winter Sports	WJH		Head		Wrestling	Coach	0.0500	$ 2,500.00
45	Winter Sports	WJH		Assistant		Wrestling	Coach	0.0441	$ 2,205.00
46	Spring/Summer Sports	WHS	Boys	Head	Varsity	Baseball	Coach	0.0980	$ 4,900.00
47	Spring/Summer Sports	WHS	Boys	Assistant	Varsity	Baseball	Coach	0.0491	$ 2,455.00
48	Spring/Summer Sports	WHS	Boys		Junior Varsity	Baseball	Coach	0.0600	$ 3,000.00
49	Spring/Summer Sports	WHS	Boys	Head	Varsity	Golf	Coach	0.0707	$ 3,535.00
50	Spring/Summer Sports	WHS	Boys	Assistant	Varsity	Golf	Coach	0.0410	$ 2,050.00
51	Spring/Summer Sports	WHS	Girls	Head	Varsity	Softball	Coach	0.0980	$ 4,900.00
52	Spring/Summer Sports	WHS	Girls	Assistant	Varsity	Softball	Coach	0.0491	$ 2,455.00
53	Spring/Summer Sports	WHS	Girls		Junior Varsity	Softball	Coach	0.0600	$ 3,000.00
54	Spring/Summer Sports	WHS	Girls	Head	Varsity	Tennis	Coach	0.0707	$ 3,535.00
55	Spring/Summer Sports	WHS	Girls	Assistant	Varsity	Tennis	Coach	0.0410	$ 2,050.00
56	Spring/Summer Sports	WHS	Boys	Head	Varsity	Track	Coach	0.0980	$ 4,900.00
57	Spring/Summer Sports	WHS	Boys	Assistant	Varsity	Track	Coach	0.0491	$ 2,455.00
58	Spring/Summer Sports	WHS	Girls	Head	Varsity	Track	Coach	0.0980	$ 4,900.00
59	Spring/Summer Sports	WHS	Girls	Assistant	Varsity	Track	Coach	0.0491	$ 2,455.00
60	Spring/Summer Sports	WJH	Boys	Head		Golf	Coach	0.0385	$ 1,925.00
61	Spring/Summer Sports	WJH	Girls	Head		Golf	Coach	0.0385	$ 1,925.00
62	Spring/Summer Sports	WJH		Head		Tennis	Coach	0.0254	$ 1,270.00
63	Spring/Summer Sports	WJH	Boys	Head		Track	Coach	0.0446	$ 2,230.00
64	Spring/Summer Sports	WJH	Girls	Head		Track	Coach	0.0446	$ 2,230.00
65	Spring/Summer Sports	WJH		Assistant		Track	Coach	0.0237	$ 1,185.00
66	Other Activities	WHS			Varsity	Sideline Cheerleading	Coach	0.0600	$ 3,000.00
67	Other Activities	WHS			Junior Varsity	Sideline Cheerleading	Coach	0.0491	$ 2,455.00
68	Other Activities	WHS		Head		Competition Cheerleading	Coach	0.0410	$ 2,050.00
69	Other Activities	WHS		Assistant		Competition Cheerleading	Coach	0.0357	$ 1,785.00
70	Other Activities	WHS		Head		E-gaming	Coach	0.0218	$ 1,090.00
71	Other Activities	WHS		Assistant		E-gaming	Coach	0.0182	$ 910.00
72	Other Activities	WHS		Head		Musical	Director	0.0980	$ 4,900.00
73	Other Activities	WHS		Assistant		Musical	Director	0.0491	$ 2,455.00
74	Other Activities	WHS				Musical	Production Manager	0.0247	$ 1,235.00
75	Other Activities	WHS				National Art Honor Society	Advisor	0.0100	$ 500.00
76	Other Activities	WHS				National Honor Society	Advisor	0.0100	$ 500.00

Count	Season	School	Boys or Girls	Position	Level	Sport/Activity	Title	Current Index	Current Pay
77	Other Activities	WHS				Student Council	Advisor	0.0247	$ 1,235.00
78	Other Activities	WJH				Art Club	Advisor	0.0069	$ 345.00
79	Other Activities	WJH			7th Grade	Sideline Cheerleading	Coach	0.0247	$ 1,235.00
80	Other Activities	WJH			8th Grade	Sideline Cheerleading	Coach	0.0247	$ 1,235.00
81	Other Activities	WJH				Geography Bee	Advisor	0.0056	$ 280.00
82	Other Activities	WJH		Head		Musical	Director	0.0364	$ 1,820.00
83	Other Activities	WJH		Assistant		Musical	Director	0.0227	$ 1,135.00
84	Other Activities	WJH				National Junior High Honor Society	Advisor	0.0100	$ 500.00
85	Other Activities	WJH				Spelling Bee	Advisor	0.0056	$ 280.00
86	Other Activities	WJH				Student Council	Advisor	0.0190	$ 950.00
87	Other Activities	WJSHS				Accompanist	Per Ensemble/Per Performance		$ 50.00
88	Other Activities	WJSHS				Archery Club	Advisor	0.0410	$ 2,050.00
89	Other Activities	WJSHS				Art Fair	Advisor	0.0056	$ 280.00
90	Other Activities	WJSHS		Head		Chess Club	Advisor	0.0069	$ 345.00
91	Other Activities	WJSHS		Assistant		Chess Club	Advisor	0.0034	$ 172.00
92	Other Activities	WJSHS			9th Grade	Class	Sponsor	0.0050	$ 250.00
93	Other Activities	WJSHS			9th Grade	Class	Sponsor	0.0050	$ 250.00
94	Other Activities	WJSHS			10th Grade	Class	Sponsor	0.0247	$ 1,235.00
95	Other Activities	WJSHS			10th Grade	Class	Sponsor	0.0247	$ 1,235.00
96	Other Activities	WJSHS			11th Grade	Class	Sponsor	0.0247	$ 1,235.00
97	Other Activities	WJSHS			11th Grade	Class	Sponsor	0.0247	$ 1,235.00
98	Other Activities	WJSHS			12th Grade	Class	Sponsor	0.0247	$ 1,235.00
99	Other Activities	WJSHS			12th Grade	Class	Sponsor	0.0247	$ 1,235.00
100	Other Activities	WJSHS				Corporation Safety Team	Coordinator	0.0190	$ 950.00
101	Other Activities	WJSHS				Dance Team	Coach	0.0272	$ 1,360.00
102	Other Activities	WJSHS				Detention	Supervisor	Per Hour	$ 14.70
103	Other Activities	WJSHS				Drama Club	Advisor	0.0069	$ 345.00
104	Other Activities	WJSHS				Entrepreneur Club	Advisor	0.0247	$ 1,235.00
105	Other Activities	WJSHS				Future Farmers of America	Advisor	0.0410	$ 2,050.00
106	Other Activities	WJSHS				Garden Club	Advisor	0.0069	$ 345.00
107	Other Activities	WJSHS				Instrumental Concerts & Contests	Director	0.0410	$ 2,050.00
108	Other Activities	WJSHS				Jump Rope Team	Coach	0.0272	$ 1,360.00
109	Other Activities	WJSHS				Marine Biology	Advisor	0.0272	$ 1,360.00
110	Other Activities	WJSHS				Media	Coordinator	0.0082	$ 410.00
111	Other Activities	WJSHS				Musical Pit Band	Director	0.0182	$ 910.00
112	Other Activities	WJSHS				Pep Band	Director	0.0219	$ 1,095.00
113	Other Activities	WJSHS		Head	Fall	Play	Director	0.0455	$ 2,275.00

Count	Season	School	Boys or Girls	Position	Level	Sport/Activity	Title	Current Index	Current Pay
114	Other Activities	WJSHS		Assistant	Fall	Play	Director	0.0227	$ 1,135.00
115	Other Activities	WJSHS		Head	Spring	Play	Director	0.0455	$ 2,275.00
116	Other Activities	WJSHS		Assistant	Spring	Play	Director	0.0227	$ 1,135.00
117	Other Activities	WJSHS		Head	Winter	Play	Director	0.0455	$ 2,275.00
118	Other Activities	WJSHS		Assistant	Winter	Play	Director	0.0227	$ 1,135.00
119	Other Activities	WJSHS				Saturday School	Supervisor	Per Hour	$ 31.17
120	Other Activities	WJSHS				Show Choir	Director	0.0272	$ 1,360.00
121	Other Activities	WJSHS				Social Media	Coordinator	0.0082	$ 410.00
122	Other Activities	WJSHS				Spanish Club	Advisor	0.0069	$ 345.00
123	Other Activities	WJSHS		Head		Speech	Director	0.0980	$ 4,900.00
124	Other Activities	WJSHS		Assistant		Speech	Director	0.0305	$ 1,525.00
125	Other Activities	WJSHS				Summer Band	Director	0.1089	$ 5,445.00
126	Other Activities	WJSHS				Vocal Concerts & Contests	Director	0.0410	$ 2,050.00
127	Other Activities	WJSHS				Yearbook	Advisor	0.0247	$ 1,235.00
128	Other Activities	WJSHS				Yearbook Photography	Advisor	0.0272	$ 1,360.00
129	Other Activities	WES	Boys		5th Grade	Basketball	Coach	0.0357	$ 1,785.00
130	Other Activities	WES	Girls		5th Grade	Basketball	Coach	0.0357	$ 1,785.00
131	Other Activities	WES	Boys		6th Grade	Basketball	Coach	0.0357	$ 1,785.00
132	Other Activities	WES	Girls		6th Grade	Basketball	Coach	0.0357	$ 1,785.00
133	Other Activities	WES				Geography Bee	Advisor	0.0056	$ 280.00
134	Other Activities	WES				Musical	Director	0.0069	$ 345.00
135	Other Activities	WES				Science Fair	Advisor	0.0056	$ 280.00
136	Other Activities	WES				Social Media	Coordinator	0.0082	$ 410.00
137	Other Activities	WES				Spelling Bee	Advisor	0.0056	$ 280.00
138	Other Activities	WES	Girls		6th Grade	Volleyball	Coach	0.0357	$ 1,785.00
139	Other Activities	WES				Yearbook	Advisor	0.0069	$ 345.00
140	Other Activities	MES				Learning Fair	Advisor	0.0056	$ 280.00
141	Other Activities	MES				Musical	Director	0.0069	$ 345.00
142	Other Activities	MES				Social Media	Coordinator	0.0082	$ 410.00
143	Other Activities	MES				Spelling Bee	Advisor	0.0056	$ 280.00
144	Other Activities	MES				Yearbook	Advisor	0.0069	$ 345.00
145	Other Activities	SES				Learning Fair	Advisor	0.0056	$ 280.00
146	Other Activities	SES				Musical	Director	0.0069	$ 345.00
147	Other Activities	SES				Social Media	Coordinator	0.0082	$ 410.00
148	Other Activities	SES				Spelling Bee	Advisor	0.0056	$ 280.00
149	Other Activities	SES				Yearbook	Advisor	0.0069	$ 345.00
150	Other Activities	TES				Learning Fair	Advisor	0.0056	$ 280.00
151	Other Activities	TES				Musical	Director	0.0069	$ 345.00
152	Other Activities	TES				Social Media	Coordinator	0.0082	$ 410.00
153	Other Activities	TES				Spelling Bee	Advisor	0.0056	$ 280.00

Count	Season	School	Boys or Girls	Position	Level	Sport/Activity	Title	Current Index	Current Pay
154	Other Activities	TES				Yearbook	Advisor	0.0069	$ 345.00
155	Ancillary Duty	WHS				Dual Credit, Career & Technical Education, & Advanced Placement	Teacher	Per Course/Per Semester	$ 550.00
156	Ancillary Duty	WHS				Dual Credit, Career & Technical Education, & Advanced Placement	Teacher	Per Additional Course Section/Per Semester	$ 275.00
157	Leadership Team	WHS				Leadership Team (7-9 members)	Member	Per Member	$ 350.00
158	Leadership Team	WJH				Leadership Team (7-9 members)	Member	Per Member	$ 350.00
159	Leadership Team	WES				Leadership Team (7-9 members)	Member	Per Member	$ 350.00
160	Leadership Team	MES				Leadership Team (7-9 members)	Member	Per Member	$ 350.00
161	Leadership Team	SES				Leadership Team (7-9 members)	Member	Per Member	$ 350.00
162	Leadership Team	TES				Leadership Team (7-9 members)	Member	Per Member	$ 350.00

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