MASTER CONTRACT

between the

WEST WASHINGTON SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES

and the

WEST WASHINGTON EDUCATION ASSOCIATION



2026-2027

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WEST WASHINGTON SCHOOL CORPORATION
Certified Staff Wages and Wage Related Fringes July 1, 2026 through June 30, 2027

ARTICLE I - INTRODUCTION

This Contract is made by and between the Board of School Trustees of the West Washington School Corporation, as the school employer, and the WWEA, as the exclusive representative of certified employees.

A. DEFINITIONS

1. The term "teacher" when used in this document shall refer to all certified teaching personnel employed by the Board except the superintendent, administrative assistants, principals, assistant principals, athletic director, supervisors, and non-certified employees.

2. The term "day" when used in this article shall be school teaching days. During the summer recess, the term shall mean weekdays.

B. BOARD RIGHTS

The Board has the sole responsibility and authority to establish, manage, and direct, in behalf of the public all the operations and activities of the School Corporation to the full extent of the laws.

ARTICLE II - SALARY AND WAGES

A. TEACHERS' RIGHTS AND SUPPORT OF TEACHERS

1. Any individual contract between the Board and the teacher shall be consistent with the terms and conditions of this document. 185 teacher days for the 2026-2027 school year. The number of teacher days was not bargained, but is included for informational purposes only.

2. If any provisions of this document or any application of this contract to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law.

3. The Board shall deduct insurance premiums from the salaries of teachers who elect to participate in one or more of the Association or Board endorsed insurance or tax-sheltered annuity programs, provided there are at least five (5) members enrolled in any new programs to be submitted. These deductions shall begin in the second pay period and continue for twenty-four (24) pay periods, except annuities, which would begin in the second pay period and continue for twenty (20) pay periods. The deputy treasurer must be notified in writing ten (10) working days before either the deadline for the second pay period or the second pay period in January for any deductions to be made for an insurance program or annuity for that school year or to change the deduction for an insurance program or annuity.

4. The Board agrees to make available in response to a reasonable request by the Association, any information, statistics, and records which are the public domain, that the Association may deem relevant to negotiations and necessary for the proper enforcement of this agreement.

5. Any work product created by a teacher for use in their classroom will be the property of that teacher and could be sold or disseminated at the discretion of the teacher/

B. TEACHER WORKDAY AND YEAR

Nothing contained herein shall be constructed to prohibit the Board from offering an extended contract to an individual teacher, such additional days to be paid at the teacher's per diem rate of pay according to the salary schedule, except for non-credit courses which would be paid at the rate agreed upon between the individual teacher and the Board.

C. COMPENSATION AND EXPENSES

1. Compensation Plan (Appendix A)

2. Schedule B (Appendix B)

3. Basic salary for teachers shall be in twenty-six (26) equal gross payments.

ARTICLE III - WAGES/SALARY - RELATED FRINGE BENEFITS

LEAVES

1. **ALT and SICK DAYS**
   At the start of each contract year, full time teachers will be awarded sixteen (16) Annual Leave Days (ALT). *This excludes FMLA leave. It shall be the teacher's responsibility to notify his/her immediate supervisor when it becomes necessary to be absent.

   Unused ALT days will carry over to the following year as Sick Leave Days. Unused sick leave days shall accumulate to a maximum of two-hundred fifty (250) days.

   When Sick Days are used they must be accompanied with documentation from a physician.

   - Superintendent Approval Process:
     In a situation where a teacher or immediate family member used leave days and is under the care of a physician, a written request with documentation from the physician to use those days from their accumulated sick leave can be submitted to the Superintendent for review. If all documentation is turned in within five (5) days of the last absence, the Superintendent WILL grant the use of Sick Days.

2. **SICK LEAVE BUYBACK**

At the end of any school year in which a teacher's sick leave accumulation exceeds 90 days, the Board will buy back up to five (5) unused annual allotment days at the rate of ninety dollars ($90) per day. Such compensation for annual buyback days shall be paid to the teachers 401a account on or before June 30th of that year."

3. **ATTENDANCE STIPEND**

A stipend of $1,000 will be awarded to any employee that has an attendance percentage of 97.8% or higher (used 4 or fewer ALT/SICK days during the school year).

A stipend of $2000 will be awarded to any employee that has an attendance percentage of $100% (used 0 ALT/SICK days during the school year)

4. **UNPAID LEAVE**

When planned, request for leave must be filed in writing with the Superintendent not later than June 1 for the following school year. Unplanned leave will be evaluated on an individual basis.

Upon approval of the Superintendent, leave of absence without pay may be granted by the School Board for full-time advanced study or other reasons deemed appropriate by the School Board. The leave will not exceed one year in length (including FMLA) and will not be considered a break in continuous service.

5. **MATERNITY/PATERNITY/ADOPTION LEAVE**

Maternity leave of twenty one (21) consecutive days (fifteen (15) paid days) will be provided by the corporation. These days may be paired with accumulated days for a longer leave, including sick days. These days will start the day of the birth or adoption of the child, and will include holidays and breaks.

Paternity leave of seven (7) days (five (5) paid days) will be provided by the corporation. These days may be paired with accumulated days for a longer leave, excluding sick days. These days will start the day of the birth or adoption of the child, and will include holidays and breaks.

6. **SICK BANK**

A. A sick bank shall be established for the purpose of relieving West Washington Certified Employees financial burden of long-term illness, injury or incapacitation that may exhaust their accumulated sick leave.

B. Participation would be strictly voluntary and open to all certified school employees.

C. Enrollment in the bank shall be open only during the first two (2) weeks of school, except for new teachers hired during the school year and then only during the first two (2) weeks of their employment. Enrollment in the bank shall be handled by the Association Sick Leave Bank Committee and certified in writing to the Superintendent no later than

September 15 of each year.

D. Members of the sick bank shall donate two (2) days of their accumulated sick leave to the bank upon enrollment.

E. A member would be eligible to request days from the sick bank up to, but not to exceed his/her accumulated sick leave days at the beginning of each school year. This could be requested only after such accumulated sick leave has been exhausted and after two (2) uncompensated sick leave days have been taken. However, only two (2) uncompensated sick leave days shall be required in one school year. The Sick Leave Bank Committee shall receive all sick requests.

F. The two (2) uncompensated days may be waived for a member of the sick bank injured or disabled as a result of a duty related assault, either on or off school property

G. In the event that a member exhausts their accumulated sick leave and awarded sick bank days, they may request additional days from the Sick Bank Leave Committee. The committee may do a one-time donation drive for an individual member. The total amount should not exceed 1 donated day per enrolled member.

H. At the conclusion of the year the sick bank's unused days will be carried over to the next school year with such accumulation not to exceed two hundred fifty (250) days, plus two (2) days for each new enrollee.

I. In the event the bank is exhausted during the school year, the Committee is authorized to conduct a new enrollment, open to all eligible employees who shall be required to donate two (2) days for membership. Exceptions may be made to the amount of donation by the Committee, for employees with less than two (2) sick leave balances, who were members of the exhausted bank.

J. The Sick Leave Bank Committee shall consist of three (3) Association members appointed annually by the president(s). The Committee shall have authority to grant or deny requested days and may request a physician's statement relating to the reasons for such request.

K. It shall be the Committee's responsibility to meet prior to the opening of the school year to elect a Chairperson, prepare an appropriate enrollment form, establish and publicize to eligible members an enrollment procedure, prepare a form and procedure requesting days from the bank and any other guidelines the Committee may deem necessary for the effective implementation of the sick bank. All actions by the Committee shall be coordinated with the Superintendent. The Committee will meet throughout the school year as necessary

7. BEREAVEMENT DAYS

In case of death in the immediate family, absence without loss of pay shall be granted for a period of not more than five (5) days. These days shall not exceed seven (7) calendar days beyond the date of death, and/or memorial service. Immediate family shall be interpreted as father, mother, sister, brother, spouse, child, mother-in-law, father-in-law, grandparent/grandparent-in law, grandchild, daughter- in-law, son-in-law, step-father, step-mother, or any other relative living at the time of death as a member of the household of the teacher. This would also apply to either parent in the case of a miscarriage or stillbirth.

Two (2) days absence with pay shall be granted for the death of an uncle, aunt, brother/sister-in-law, first cousin, niece, nephew, not living in the household of the teacher. These days shall not exceed seven (7) calendar days beyond the date of death, and/or memorial service. If the distance is such as to require two extra days for travel, this could be taken from ALT days, upon approval of the superintendent. If ALT days are exhausted, it could be taken from SICK.

8. **FMLA**

FMLA shall be granted on a 52 week rolling basis. Teachers will be eligible to apply for 12 weeks of FMLA once during any 52 week period. (This is provided for informational purposes only and was not bargained)

9. **PROFESSIONAL LEAVE FOR SPECIAL EDUCATION TEACHERS**

All special education teachers will be granted one on-site professional day with no student responsibilities each 9 weeks for the purpose of completing IEPs and other related paperwork. These days will be scheduled the first week of each 9 weeks and the dates will be distributed to all affected GenEd teachers. Subs will not be hired for days that special educations teachers are out.

A. INSURANCE

1. **HEALTH INSURANCE & VEBA**
The Board shall pay $9,000 per twelve (12) month period toward the cost of the individual employee health insurance plan, $12,000 for employee/spouse and employee/children health insurance plan, and $15,000 for the family health insurance plan.

2. **LIABILITY INSURANCE**
The Board agrees to furnish Comprehensive General Liability insurance for all teachers covering normal teaching duties and corporal punishment. The coverage includes: personal injury liability, false arrest detention, imprisonment, or malicious prosecution, slander, wrongful entry or invasion of the right of private occupancy up to $500,000 each occurrence. Also, insurance to cover damage or loss to personal property used in an instructional activity with a deductible clause of $50 and maximum of $3,500. The teacher is responsible for maintaining a current inventory of items in this category daily with the principal.

3. **LIFE INSURANCE**
The Board shall provide the teachers a life insurance plan for a twelve (12) month period.

Each teacher will be insured to an amount equal to $100,000 if eligible for the group policy. Teachers shall have the opportunity to purchase additional insurance up to $50,000 (a total of $150,000) at the school's group rate. Purchase of this additional insurance is subject to the approval of the insurance carrier. Teachers shall have the opportunity to purchase additional coverage on an individual basis, subject to policy restrictions.

4. **LONG TERM DISABILITY INSURANCE**
   Each employee shall be covered by a long term disability insurance program selected by and fully paid for by the board. The Plan provides a minimum benefit of 66 2/3 of salary to age sixty-five (65) for the first five (5) full continuing years of disability and ninety (90%) percent of salary thereafter to age sixty-five (65). The Plan shall carry a Consumer Price Index-W yearly escalator for those on disability and shall not coordinate with teacher retirement disability. The Plan shall also contain a social security freeze, a successive disability benefit, and recurrent disability clause. The Plan shall contain a five (5) year "Own Occupation:-definition of: total disability meaning that during the first five (5) years, the employee is unable to perform the substantial duties of his regular occupation. The five (5) year requirement begins from the date the waiting period is satisfied.

5. **SECTION 125**
   A basic Section 125 plan (Generation I for medical and dependent care), will be established with the carrier to be approved by the Board of School Trustees of the West Washington School Corporation.

6. **DENTAL**
   Each teacher shall be covered by a dental plan which covers employee/family and shall be selected and paid for by the West Washington School Corporation.

7. **VISION**
   Each teacher shall be covered by vision care plan and paid for by the West Washington School Corporation.

B. RETIREMENT SEVERANCE BENEFIT

An individual who is employed as a teacher member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

1. **GROUP HEALTH INSURANCE**
   Immediately following severance, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan provided that, while the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium prior to the due date each month or, at the teacher's option, on an annual basis prior to the start of each school year. Payment must be made to the school corporation's business office

   When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to the applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged

that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required to COBRA.

2. **403(b) RETIREMENT ANNUITY PLAN**
   a. Each teacher may elect to make a salary reduction election and make tax deferred contributions to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward Salary reduction to the appropriate vendor each payday.
   b. The School Corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to 403(b) Plan.

3. **MATCHING 401a/403b RETIREMENT PLAN**
   Beginning with the implementation of this contract 2023-2024, the corporation agrees to provide a matching 401a/403b plan. The corporation will contribute 2% of the teacher's salary to a 401a. In order to receive the corporation's 2% contribution, the teacher will be required to contribute at least 2% of their salary to their Security Benefits 403b. Teachers who do not contribute the required 2% minimum to their Security Benefits accounts will not receive the matching funds from the corporation. Security Benefits will be the sole vendor for this plan.

4. **WEST WASHINGTON SCHOOL CORPORATION EARLY RETIREMENT INCENTIVE**
   The Corporation reserves the right to offer a retirement incentive in either or both years of this contract.

ARTICLE IV - *BUYOUT PRIOR AGREEMENT'S RETIREMENT BENEFITS*

A. *Entitlement to Retirement Benefits and Vesting Requirements.*

All teachers who were employed by the West Washington School Corporation prior to June I, 2004 shall be fully vested in the retirement benefits described in this Article.

B. *Actuarial Determination of Value of the Current Retirement Bridge.*
The JSTA Financial Services Corporation has been selected to determine the buy-out present value of the unfunded retirement bridge benefits described in the prior agreement. In making this present value determination, Financial Services Corporation shall use the following assumptions:

1. *The assumed interest rate for the purpose of determining the present value shall be four percent (4%) for the first three years, six and one half percent (6.5%) for the next years, and seven percent (7%) thereafter. However, for post-retirement cash.flow purposes, a four percent (4%) interest rate shall be used.*
2. *It is assumed that an employee terminates employment at the end of the school year in the employee attains age fifty-seven (57) or at the end of the current year of the individual is*

already age fzfly-seven (57) or older. If an employee continues employment after the attainment of age fifty-seven (57), the employee does continue to receive all ongoing board contributions to the 401(a). The foregoing notwithstanding, teachers within five (5) years of retirement eligibility have been given an opportunity to indicate their actual year of intended retirement and said years shall be applied to those individuals.

3. *The anticipated amount of the retirement bridge shall be determined using the amount of annual benefit described in Article VIII, Section R of the prior agreement. However, it is assumed that individuals retire at the attainment of age fifty-seven (57).*
4. *Using the method of calculation described in Article VIII, Section R of the prior agreement, the Retirement Bridge benefit for each employee will be determined, to the following adjustments:*
   a. *The present value of the future severance benefits and retirement bridge will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if the severance benefits and retirement bridge had been paid directly to the employee.*
   b. *The present value of the severance benefits and Retirement Bridge under the prior agreement shall be calculated, effective as of the last day of June 2003.*
   c. *To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his/her basic data that will be used in the calculations, including, but not limited to, the/allowing information as of the last day of June 2003: base salary, age, years of service, and accumulated sick leave. The Financial Services Corporation shall assist in the preparation of this verification sheet for each teacher. Any corrections must be returned to the Association President within five (5) days of receipt. Corrections not returned by the deadline shall be disregarded.*

Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Financial Services C01poration shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made.

C. ***Buy Out Contributions***

1. ***401(a) ANNUITY PLAN.*** *The School Corporation shall establish a qualified Retirement plan as described in section 401(a) of the Code. The total sum of the amount calculated by Financial Services Corporation as the present value for the retirement bridge and severance benefits shall be contributed by the school corporation to the 401(a) plan by December 31, 2004. The single investment vendor for the 401(a) plan shall be agreed upon between the WWEA and the Board. The 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:*

   a. *The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.*
   b. *Until such time that an employee has severed service, the employee shall have no access to the assets held in his/her separate 401(a) Plan.*
   c. *Following the employees severance from service, the employee may elect to commence distributions from his/her 401(a) plan account. At no time may a participant borrow from his/her 401(a) plan account.*
   d. *The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) plan. All costs incurred in the administration of the 401(a)*

plan and investment fees shall be paid from the 401(a) plan assets.

2. ***VEBA 501(c) PLAN.*** *The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA ") as described in section 501 (c)9 of the Code, that amount representing the Insurance Benefit as calculated for all employees under Section R of the previous Contract. The terms and conditions for the administration and operations of the VEBA shall be as follows:*
   a. *The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the vendor for the VEBA.*
   b. *Until such time that an employee has severed service the employee shall have no access to the assets held in his/her separate VEBA account.*
   c. *Upon separation from service, an employee may use the amounts held in his/her separate VEBA account to pay all amounts permitted by the IRS and the VEBA carrier including but not limited to, health insurance premiums, term life insurance premiums, and to be reimbursed for un- reimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of an employee, any amounts remaining in the deceased employee 's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.*
   d. *The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.*
   e. *School district contributes additional $20.00 per year per employee until such time as total VEBA contributions equal at least $500.00.*

RETIREMENT SAVINGS

D. ***401(a) ANNUITY PLAN***

1. *The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.*
2. *The Board agrees to contribute 1.2% of each bargaining unit member's base salary into each individual's separate 401(a) account for the 2009-10 school years and each succeeding school year. The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 1 of each succeeding year. There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment for the 401(a) plan shall be agreed upon between the WWEA and the Board.*
3. *Bargaining unit members who were employed prior to June 1, 2004 shall be at all times vested in the amounts deposited in their individual 401(a) accounts. Each bargaining unit member hired after June 1, 2004 is considered vested in these individual 401(a) accounts upon signing the sixth (6th) consecutive contract.*
4. *Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee or reduces through the Reduction in Force Clause of this Contract and recalls same teacher, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave or reduction in force.*

5. *If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in Article VIIL Section R, the terminated employee's 401 (a) plan account shall be forfeited. The forfeited amounts shall be returned to the school corporation to be used to offset future ongoing contributions.*

E. ***501 (c) VEBA PLAN***

1. *The school corporation shall establish a qualified Welfare Benefits Plan as described in section 501(c) 9 of the IRS Code.*
2. *The Board agrees to contribute 1.5% of each bargaining unit member's base salary into each individual's separate Welfare Benefits Account.*
3. *The Board shall make equal monthly contributions throughout the school year. There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the Welfare Benefits Plan. The single investment vendor for the plan shall be agreed upon between the WWEA and Board.*

Bargaining unit members who were employed prior to June 1, 2004 shall be at all times vested in the amounts deposited in their individual 501 (c) accounts. Each bargaining unit member hired after June 1, 2004 is considered vested in these individual 501(c) accounts upon signing the sixth consecutive contract.

ARTICLE V - GRIEVANCE PROCEDURE

A. A grievance is a claim by one or more teachers of an alleged violation, misapplication, or misinterpretation of this agreement.

B. The procedure contained in this section of the agreement shall be the sole procedure available to the Association and teachers in the bargaining unit for resolving grievances over the interpretation of application of the agreement. It may not be used for the resolution of any other type of grievance or dispute. However, a teacher may present grievances informally directed to the appropriate supervisor without Association participation with the understanding that any adjustment will be consistent with the agreement and that the Association has an opportunity to be present at any meeting if the teacher so desires.

C. Procedure: Any grievance that a teacher has not been able to adjust informal with his/her immediate supervisor shall be presented in the following steps:

STEP 1. An Association representative and/or affected teacher shall present writing and discuss the issue with the appropriate principal or direct and present pertinent available information relative to the grievance. The principal or director will render a written decision within three (3) days of receipt of the grievance.

STEP 2. If the settlement is not reached in Step 1, the issue will be presented in writing to the Superintendent. The superintendent will meet with the parties and render a written decision within five (5) calendar days of receipt of the grievance. Also, copies of the decision will be furnished to grievants and the Association.

STEP 3. If settlement is not reached in Step 2, the issue will be presented in Writing to the Board within ten (10) calendar days after receipt of Step 2 decision. A Board representative shall meet with the affected individuals including an Association representative and

render the Board's decision in writing within fifteen (15) calendar days of receipt of the grievance. Failure of the Board to reply within fifteen (15) calendar days shall constitute a decision in favor of the grievant.

D. Failure of the Board to answer an issue within the time limits specified above, shall permit the case to be referred to the next step in the process. Failure of the grievant to adhere to the above time limits or to present issue within sixty (60) calendar days subsequent to circumstances giving rise to the dispute or complaint will constitute a basis for denial of the dispute. All time limits herein may be extended by mutual agreement to the Board and the Association.

E. A teacher or group of teachers may be represented only by the Association or by a person approved by the Association, in filing a grievance under the above procedure.

ARTICLE VI

WWEA
&
WEST WASHINGTON SCHOOL BOARD AGREEMENT
2026-2027

The WWEA and West Washington School Board hereby agree to the following contract settlement for the 2026-2027 school year.

West Washington Compensation Plan - Appendix A
Schedule B- Appendix B

This agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices, concerning salary, hours, and salary related fringe benefits, between the Board and the Association and constitutes the entire agreement between the parties.
THEREFORE, this agreement is in effect for the 2026-2027 school year. The effective date of the contract is July 1, 2026-June 30, 2027. The undersigned also attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana Statute on September 21, 2026. Electronic participation was not available.

A public meeting in compliance with Indiana Statute was held on October 19, 2026, to discuss the tentative agreement and electronic participation was not available.

A public meeting in compliance with Indiana Statute was held on November 9, 2026, for ratification of the tentative agreement. Electronic participation was not available.

11/9/26
Superintendent Date

11/9/26
WWEA Co-President Date

11/9/26
WWSC Board President Date

11-9-26
WWEA Co-President Date

Appendix A

West Washington School Corporation
Compensation Model for July 1, 2026-June 30, 2027

The compensation model bargained between the West Washington School Corporation and the West Washington Education Association is set forth below. Under IC 20-28-0-1.5, a compensation model must use a combination of at least two of the following factors: Possession of content area degree and content area credit hours beyond the requirements for employment and years of experience (which cannot account for more than 50% of a teacher's salary increase), teacher evaluation, instructional leadership roles, and meeting academic needs of students. This model uses education/experience and academic needs as the criteria to earn a base salary increase. Definitions of these factors are set forth below.

A. General Eligibility Criteria ~~for 2025-2026~~

All teachers must have been compensated for at least 120 days in the previous school year in the corporation.

B. Factors and Definitions

Experience: The teacher was employed with the West Washington School Corporation for at least one hundred twenty (120) days in the prior school year.

Education: Education is defined as obtaining a degree in a content area as defined by the Indiana Department of Education.

Academic Needs: Academic needs is defined as the need to retain teachers. All teachers contribute to the graduation rate and competency of students at all levels.

C. Distribution

Distribution plan ~~for 2025-2026~~

For 2026-2027, the salary schedule will be increased for all eligible teachers by $600 across the board.

Distribution of the $600 will be:

Academic Needs	$400
Experience	$200

For 2026-2027 all eligible teachers will also move one step on the salary schedule ($1,200).

Distribution of the $1,200 step will be based on:

Academic Needs	$ 1,000
Experience	$ 200

Teachers who obtained a degree in a content area will move 1 column horizontally from the Bachelors column to the Masters column and then down 1 row.

Academic Needs	$1,600
Experience	$200
Education	$1,400

The total for Experience/Education does not exceed 50%.

Literacy Endorsement

Prior to receipt of base salary increase described in this Section, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $200 differential (in comparison to the base salary of teachers who otherwise have the same credential, but do not possess the literacy endorsement) Those amounts are reflected in columns 3 & 5 of the Salary Grid (I.)

D. New Hires

Any new teacher hired by the corporation will be placed on the salary schedule at a level consistent with and which mirrors the salaries of teachers currently employed by the Corporation. If there is difficulty filling a position the Superintendent will have the authority to hire within a range of 1 place on the schedule above that level.

For hiring of new teachers, all state accredited public school and private school experience will be credited. This applies to teachers hired in 2025-2026 and thereafter.

E. Enrollment Stipend

All eligible teachers will receive an enrollment-based stipend each contract year based on the chart below. The numbers on the chart will be based on the October ADM count.

Number of Students	Amount of Stipend
-900	$0
925-949	$250
950-974	$500
975-999	$750
1000-1024	$1,000
1025-1049	$1,250
1050+	$1,500

F. Ancillary Duty Pay

Teachers who are asked by the administration to work past the contract day, shall upon approval, receive ancillary duty pay in the amount of $200 per day. This pay will be pro-rated for anything less than a full day.

G. Dual Credit/AP

Teachers who teach Dual Credit or AP classes will receive a stipend of $400 per semester per course. There will be no maximum for the number of classes.

H. Salary Range

The salary range prior to any increases provided by this contract is $46,600-$82,400.

The salary range after implementation of this contract is $47,200-$83,000.

I. 2026-2027 Salary Grid:

	BS	BS + Lit. End.	MS	MS + Lit. End.
A	$47,200	$47,400	$49,200	$49,400
B	$48,400	$48,600	$50,400	$50,600
C	$49,600	$49,800	$51,600	$51,800
D	$50,800	$51,000	$52,800	$53,000
E	$52,000	$52,200	$54,000	$54,200
F	$53,200	$53,400	$55,200	$55,400
G	$54,400	$54,600	$56,400	$56,600
H	$55,600	$55,800	$57,600	$57,800
I	$56,800	$57,000	$58,800	$59,000
J	$58,000	$58,200	$60,000	$60,200
K	$59,200	$59,400	$61,200	$61,400
L	$60,400	$60,600	$62,400	$62,600
M	$61,600	$61,800	$63,600	$63,800
N	$62,800	$63,000	$64,800	$65,000
O	$64,000	$64,200	$66,000	$66,200
P	$65,200	$65,400	$67,200	$67,400
Q	$66,400	$66,600	$68,400	$68,600
R	$67,600	$67,800	$69,600	$69,800
S	$68,800	$69,000	$70,800	$71,000
T	$70,000	$70,200	$72,000	$72,200
U	$71,200	$71,400	$73,200	$73,400
V	$72,400	$72,600	$74,400	$74,600
W	$73,600	$73,800	$75,600	$75,800
X	$74,800	$75,000	$76,800	$77,000
Y	$76,000	$76,200	$78,000	$78,200
Z	$77,200	$77,400	$79,200	$79,400
AA	$78,400	$78,600	$80,400	$80,600
BB	$79,600	$79,800	$81,600	$81,800
CC	$80, 800	$81,0	$82,800	$83,000

This compensation grid does not, not is it intended to represent years of experience or service.

Appendix B
ECA
2026-2027

Numbers by positions are for informational purposes only and have not been bargained

VAR FOOTBALL, HEAD	5,610
Assistant #1	2,550
Assistant #2	2,550
Assistant #3	2,550
Assistant #4	2,550
Assistant #5	2,550
8th grade	2,040
7th grade	2,040
VAR BOYS BASKETBALL, HD	6,018
Assistant #1	2,550
Assistant #2 (JV)	2,550
Assistant #3	2,550
8th grade	2,040
7th grade	2,040
Elementary-(winter)	1,326
Elementary Asst.	714
VAR GIRLS BASKETBALL, HD	6,018
Assistant #1	2,550
Assistant #2	2,550
Assistant #3	2,550
8th grade	2,040
7th grade	2,040
Elementary-(fall)	1,326
Elementary Asst.	714
VAR VOLLEYBALL, HD	3,672
Assistant #1 (JV)	2,040
Assistant #2	2,040
8th grade	1,530
7th grade	1,530
Elementary (Spring)	714
Elementary Assistant	612
VAR BOYS TRACK	3,060
Jr Hi	1,020
VAR GIRLS TRACK	3,060
Jr Hi	1,020
CROSS COUNTRY	3,060
Jr Hi	1,020
VARSITY BASEBALL, HD	4,080
Assistant #1	2,040
Assistant #2	2,040
Assistant #3	2,040
Jr Hi Baseball	1,530
VARSITY SOFTBALL, HD	4,080
Assistant #1	2,040
Assistant #2	2,040
Assistant #3	2,040
Jr Hi Softball	1,530
VARSITY WRESTLING, HD	4,080

Assistant #1		1,530
Assistant #2		1,530
Jr High Wrestling		1,020
GOLF Boys		2,754
GOLF Girls		2,754
Jr. Hi		1,020
CHEER SPONSOR - VAR		2,346
JV Cheer		816
Jr Hi		612
Elementary		612
DRAMA- min. 2 Jr/Sr, 1 Elem		
Jr Sr High		3,060
Asst. #1		1,530
Asst. #2		1,530
Music		2,550
Asst. #1		612
Asst. #2		612
Weight Coach		
Fall		510
Winter		510
Spring		510
YEARBOOK-HS		1,020
YEARBOOK-ELEM		510
SENIOR CLASS SPONSOR (2)		
Sponsor#1		714
Sponsor#2		714
JUNIOR CLASS SPONSOR (3)		
Sponsor #I		1,122
Sponsor #2		1,122
Dept Head #1	Science	612
Dept Head #2	Eng/Foreign L	612
Dept Head #3	Math	612
Dept Head #4	Music/Band/Art	612
Dept Head #5	PE/Health	612
Dept Head #6	Ag/IT/Bus	612
Dept Head #7	Social Studies	612
Dept Head #8	Sp.Ed.	612
Lead Teacher #1	**K**	612
Lead Teacher #2	**1**	612
Lead Teacher #3	**2**	612
Lead Teacher #4	**3**	612
Lead Teacher #5	**4**	612
Lead Teacher #6	**5**	612
Lead Teacher #7	**6**	612
Lead Teacher #8	**Sp.Ed.**	612
NAT HONOR SOCIETY - HS		612
NAT HONOR SOCIETY - JH		408
Student Council HS		714
Student Council JrHi		408
Student Council Elementary		408
MATH BOWL - Elem		612
Robotics HS		500
Mentor Teachers- 2 years		510
# Vary based on new teachers		

Schedule B increases will be set up on tiers.

(0) Tier 0 = Base
(4) Tier 1 = +5%
(7) Tier 2 = +10%
(10) Tier 3 = +15%
(13) Tier 4 = +20%
(16) Tier 5 = +25%
(19) Tier 6 = +30%
(22) Tier 7 = +35%
(25) Tier 8 = +40%
(28) Tier 9 = +45%
(31) Tier 10 = +50%

An increase from Tier 0 will automatically occur on the 4th year and every 3rd year after. The board can vote to raise a schedule employee one Tier, but may do so only once in a two year period. Tier 10 or 50% base is the Max Out for a Schedule B position.

MEMORANDUM OF UNDERSTANDING

The West Washington School Corporation ("School Corporation") and the West Washington Education Association ("Association") enter into this Memorandum of Understanding ("MOU") on this _____ day of October, 2026, to address the issue created with the unintended omission of language regarding buyback of sick days for teachers in the 2025-2026 Master Contract between the West Washington School Corporation and the West Washington Education Association.

The terms of this MOU are as follows:

1. The language that was omitted from the contract was agreed to by both parties, and is attested to by the Tentative Agreement signed by both parties on 9/30/25.

2. The language that should have been included in the contract states "At the end of any school year in which a teacher's sick leave accumulation exceeds 90 days, the Board will buy back up to three (3) unused annual allotment days at the rate of ninety dollars ($90) per day. Such compensation for annual buyback days shall be paid to the teachers 401a account on or before June 30th of that year."

3. Due to the omission and neither party catching the error, the June 30 deadline for 2025-2026 will be waived and the payment will be made to those accounts at the earliest convenience of the school corporation.

4. This MOU shall set no precedent and is for this current situation, as addressed, only.

_____	_____
West Washington School Corporation	West Washington Education Association