MASTER CONTRACT

Between the

WESTVILLE TEACHERS ASSOCIATION

and the

METROPOLITAN SCHOOL DISTRICT OF NEW DURHAM TOWNSHIP

2025-2027

This agreement is effective from September 15, 2025 through June 30, 2027

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ARTICLE 1
Recognition

1.1
Pursuant to and in accordance with the applicable provisions for recognition provided under Indiana Law, the Employer recognizes the Westville Teachers Association, M.S.D. of New Durham Township, as the exclusive representative for all certificated employees excluding the Superintendent, Elementary and Secondary Principals, and Assistant Principal, Dean of Students, and Athletic Director.

ARTICLE 2
Definitions

Where used in this agreement:

2.1
"Teacher" shall mean any certificated individual hired by M.S.D. of New Durham Township in a position requiring a teaching license from the State Board of Education signing a regular or temporary contract.

2.2
"Principal" shall mean the person properly licensed and appointed by the School Board, to administer the educational program of a school and to supervise the certificated employees within a school, including the processing of grievances and the direction and evaluation of such employees.

2.3
"Employer" hereinafter shall refer to the School Board and Superintendent.

"Superintendent" shall mean the chief administrative officer of the school corporation, or any person or persons designated by the officer or by the governing body to act on the officer's behalf in dealing with school employees.

"School Board" shall mean the M.S.D. of New Durham Township interim and/or elected School Board.

2.4
"Association" shall mean the teachers' exclusive representative.

ARTICLE 3
Salary Payment

3.1
Salaries for teachers covered by this Agreement for school year 2025-2027 are as set forth in the attached salary agreement. See Appendix A.

ARTICLE 4
Health Insurance

4.1
All full-time teachers of the M.S.D. of New Durham Township are eligible to participate in a group health plan, (United Health Care) or comparable coverage with the consent of the Association. Teachers participating under the plan, but working less than a full-time teacher will receive employer reimbursement on a prorated basis based on the percentage of time employed.

4.2
For the 2025-2027 plan years, certified staff and the corporation will split equally the increase of each insurance plan premium.

- Insurance premiums for the 2025-2026 school year will be paid as follows:

	Plan 1— Traditional PPO	**Plan 2– Surest**	**Plan 3— HDHP 1**	**Plan 4— HDHP2**
SINGLE				
Staff	$4,636.08	$4,229.64	$1,941.00	$1
Employer	$8,287.92	$6,978.36	$7,695.00	$8,051.00
FAMILY				
Staff	$12,492.00	$11,311.08	$5,250.00	$4,385.20
Employer	$22,080.00	$18,664.92	$20,478.00	$17,202.20

- Staff may change plans based on qualifying events, or during open enrollment periods
- The school district will utilize the plan options as provided by Porter County Schools Employees Insurance Trust
- For the 2026-2027 plan year, any increases in premium costs that occur before the end of this agreement will be split equally between certified staff and the corporation.

4.3
Teacher's portions of insurance premiums will be paid by payroll deductions. There are 24 deductions during the plan period. Each teacher must provide the school corporation a fully executed written deduction authorization that conforms to the laws of the State of Indiana.

4.4
Corporation agrees to implement a Section 125 plan so that teachers' premiums can be paid with pre-tax dollars, as allowed by federal tax law. No fee will be charged to the Board for this benefit.

4.5
Teachers choosing not to accept insurance shall receive a yearly stipend of $500 each year they are without insurance. Payment will be made once each semester in the amount of $250 each. In the event the teacher does not work a full time schedule, this amount shall be prorated accordingly.

4.6
The corporation agrees to pay the cost of a single dental plan (minus $1) for qualifying employees. Employees who choose a family dental plan will pay the difference between the cost of the family plan and the single plan (minus $1).

ARTICLE 5
Other Insurance

5.1
All full-time teachers of the M.S.D. of New Durham Township are eligible for membership in a group term life insurance plan with AD&D worth $50,000, for which plan the School Corporation will pay the full amount of policy (premium) excluding the dollar to be paid by the employee.

5.2 Long-term Disability
The Board will maintain the same long-term disability policy that was in effect for the 2010-2011 school year (Madison-National) unless a change is mutually agreed upon. Some key features of our LTD plan are included for your information only:

Salary - 66 ⅔ of monthly base salary is paid

Duration -

Age at Disablement	Benefit Duration
Less than age 60	To age 65
60-68	To the earlier of age 70 or 5 years
69-74	To the earlier of age 75 or 1 year
75 and older	6 months

Elimination Period - 90 consecutive calendar days

ARTICLE 6
Payroll Deductions

6.1

Payroll deductions may be made by the Superintendent at the employee's discretion.

ARTICLE 7
Leaves

7.1 Personal Leave

All full time teachers will receive twelve) (12) leave days per year. Teachers in their first year of teaching for the school district will receive 6 personal leave days and 6 sick days. Teachers who have been employed with the school district for 1 or more years will receive 12 personal leave days. Non-full time teachers will receive personal leave days on a prorated basis based upon the ratio of 1 day per 8% of regular teaching contract. Unused personal leave days may accumulate from year-to-year up to maximum accumulation of ninety (90) days. Unused accumulated personal leave days will transfer to subsequent years as sick days. Any teacher who had accumulated more than 90 sick days as of June 30, 2005 and who, while still employed as a full time teacher by Board, exhausts all ninety (90) of his/her sick days due to illness or injury will be granted additional sick days by Board not to exceed in number the difference between such teacher's accumulated sick days as of June 30, 2005 and ninety (90).

If possible, teachers shall submit a request to use a personal leave day to the building principal 24 hours in advance using the appropriate protocol. Leave days requested less than 24 hours before the start of the leave day will be processed as a sick day. If no sick days are available, a teacher may take the day as unpaid or request approval to use a personal day from their principal. Requests for a leave connected to an extended break must be provided with at least 72 hours notice.

If a teacher has taught in another school system and has accumulated sick leave, this school system will accept ten (10) days per year from the previous system upon completion of the first year of teaching until transferred days are exhausted.

Teachers who are employed to teach summer school will not accrue any sick leave or personal leave, but may use up to two (2) days if a balance is available from the preceding school year. A teaching day in summer school shall be equal to a regular school year teaching day.

Personal leave of three or more days requested consecutively must be approved by the school Principal. MSD of New Durham Township retains the right to deny a personal leave of more than 3 days to preserve continuity in the educational process. The school corporation retains the right to request doctor documentation for any sick leave in excess of 3 consecutive days.

7.2 Professional Leave

A teacher shall receive two (2) days of professional leave each year, not accumulative. Teachers shall submit a request to the building principal at least 48 hours in advance on appropriate forms (provided by the school office).

Additional days may be requested to attend extended workshops and travel to distant locations for workshops. Specific information (dates, purpose, location, etc.) must be provided to the Administration ten (10) days in advance. Approval or denial of this request will be made by the building Administration and the Superintendent.

7.3 Jury Duty and Court Appearance

Teachers who are required to serve jury duty shall, during the period of such service, receive full salary with jury check, less mileage, be tendered to the Superintendent within 30 days of such issuance.

Teachers who are called for jury duty or who are subpoenaed for witnesses in a trial in which they are not a part or in which the School Corporation or any member of the Board is not a party, will be paid their regular salary less the amount they are paid for the service they are called to render.

7.4 Extended Illness Leave

A leave of absence without pay or increment may be granted for the purpose of caring for a sick member of the teacher's immediate family upon approval of the Superintendent and building principal. The term immediate family shall mean spouse, parents, children, or a person who is living in the teacher's home as a member of the family.

7.5 Bereavement Leave

1. Bereavement leave for each death shall be granted for a period not to exceed five (5) teacher days for father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparent, grandparent-in-law, grandchild, stepfather, stepmother, stepchild, or any other person who prior to death was living as a member of the household of the teacher.

2. In cases where multiple deaths occur in one incident, only one leave will be permitted.

3. In computing this leave provision, either the day of the death, or the day on which the teacher receives notification of the death, or the day immediately following either of these events shall be counted as the first day of the leave, at the teacher's option. Under special circumstances, the teacher may choose to delay all or part of the bereavement leave at the teacher's discretion.

4. Bereavement leave for each death of aunts, uncles, nieces, or nephews shall be granted for a period not to exceed three (3) teacher days.

5. A teacher shall be allowed to use one (1) day of bereavement leave to attend the funeral of a close personal friend to perform an active role in a funeral service (e.g. pallbearer, organist, vocalist, eulogist, etc.). If evidence exists that this provision is abused, the school board reserves the right to declare the day as unpaid leave.

7.6 Military Leave:

Military leave shall be granted to any employee who is inducted, who enlists in any branch of the Armed Forces of the United States, who is called to active duty or who is called to service. Upon return from such leave, an employee shall be placed on the salary schedule at the level the employee would have achieved had the employee remained actively employed in the school corporation during the period of the employee's absence. Also, the employee shall receive all rights and benefits that generally accrue to any employee.

7.7 Maternity/Paternity Leave:

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

Anytime between the commencement of pregnancy and one (1) year following the birth and/or anytime between the date the adoptive child becomes available and one (1) year following the adoption of a child, an employee will be entitled to five (5) consecutive days of paid maternity/paternity leave, to be scheduled in cooperation with the employee's administrator.

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

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. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay.

7.8 Parental Leave

1. A teacher, upon request, shall be entitled to one (1) year of parental leave without pay for the primary purpose of child care following the birth or adoption of a child.

a. This leave may be taken without jeopardy to employment status, retirement, and salary benefits, and teacher status and seniority rights.
b. A written request for parental leave must be submitted in advance of the effective date of said request for leave. The request shall include the expected length of leave, and except in a situation beyond the control of the teacher, shall be submitted at least thirty (30) days in advance.

7.9 Long-Term Child Care Leave

An employee, who has legal custody of a child residing in the employee's household, shall be granted an unpaid leave period up to a period of one (1) school year. Whenever possible, the employee shall give the Board at least thirty (30) days notice of his/her intent to take this leave. This leave may be taken without jeopardy to employment status, retirement and salary benefits, and teacher status and seniority rights.

7.10 Work Injury Leave:

In the event that a teacher is absent due to injury sustained on the school premises and such leave is determined to be compensable under Workers Compensation laws, absences shall not be charged against the teacher's leave time. The Board shall continue the teacher's wages in full and shall pay the difference between Worker's Compensation payments and the contractual salary of the teacher for a period not to extend 180 days. For the teacher to be eligible for this leave, the teacher must cooperate with any investigation that may be associated with the situation prompting this leave.

7.11 Public Health Emergency Leave

In the event that a public health emergency has been declared, up to 10 leave days per year will be available to teachers who are placed in quarantine.

7.12 Sick Leave Bank:

The Sick Leave Bank shall be a source for additional sick leave days when a bargaining unit member's sick and personal business leave is exhausted and they are unable to perform their normal duties.

A. Participation is voluntary.
    1. Teachers may join the bank by a voluntary one-time donation of one (1) sick leave day during window period.
    2. The period for joining the bank occurs during the first 30 days of school.
    3. Donations to the sick leave bank may be made during the first 30 days of the school year and 5 days after the conclusion of the school year.
B. The Sick Leave Bank shall be administered by a Committee of five (5) members: one appointed by the Administration and four by the Association.
    1. The entire membership of the committee shall select one of their members to act as chairperson.
    2. The committee shall meet during the school year as needed.

3. In each case, a minimum of three (3) favorable votes by the Sick Leave Bank Committee is required to grant use of days from the Bank.
4. Requests for use of the Sick Leave Bank Committee shall be made in writing to the Committee.
5. The decision of the Sick Leave Bank Committee shall be final and may not be grieved.

C. The Committee shall use only the following criteria for granting use of the Sick Leave Bank.
1. The applicant must be a current participant in the Sick Leave Bank.
2. An eligible teacher or authorized designee shall make a written application to the Committee for leave under this provision. Said application shall be accompanied by a physician's certificate stating the nature, possible length of absence, and prognosis of the teacher's condition.

D. Upon return to work, the teacher shall repay the Sick Leave Bank for days owed (number of days borrowed minus number of days contributed) at a rate of three (3) days per year. If a member retires, resigns, or for other reasons leaves the corporation before repaying the Sick Leave Bank, the debt shall be waived.
1. Sick leave days donated to the bank by a teacher are considered a permanent contribution to the Bank and may not be withdrawn or transferred to another school corporation.
2. In the event that the total number of days in the Sick Leave Bank should drop below thirty (30) days, each member of the Bank shall be assessed an additional leave day in order to rebuild the Bank. If at that time a member has no remaining leave days, he/she will be exempt from this requirement.
3. Up to ten (10) sick days may be donated to the Sick Leave Bank by a retiring teacher.

ARTICLE 8
403B

8.1

Each full-time, certificated teacher of the MSD of New Durham Township shall have the option of investing in a 403(B) plan administered by American Fidelity up to the maximum allowable under federal law. The Employer shall contribute 1.0% of each employee's contracted base pay salary annually into a separate 403(B) annuity retirement account for each employee.

A. The Employer shall deposit employer contributions for each employee into an individual account for the employee into the tax deferred annuity program. Such deposits shall be made on a monthly basis.

B. The American Fidelity agents shall be the sole administrator of employer contributions to the tax deferred annuity program.

C. School employees will have the option of continuing to invest their dollars in tax-deferred annuities, which money is already being deducted from the employee's salary, if any, or another tax deferred annuity offered by American Fidelity.

D. Once contributions are made by the Employer on behalf of the employee, all assets of the account become the property of the employee, except that the employee may not withdraw the annuity prior to retirement age or termination of employment, and, in the event of death, his or her designated beneficiaries or lacking the same estate.

ARTICLE 9
Severance Pay

9.1

In November 2005, the parties bargained a retirement/severance buy-out that applied to all bargaining unit employees then employed. This buy-out extinguished former Articles 19, 20 and 21 of prior agreements. The parties acknowledge and agree that the Board has satisfied all of its obligations to pay as required by the buy-out agreement. Copies of the language of the negotiated buy-out provisions are available in the Superintendent's office.

ARTICLE 10
Grievance Procedure

10.1

Definitions:

"Grievance" is defined as any difference that arises between the Employer, and the Association, or one or more members of the bargaining unit, involving an alleged violation, misinterpretation or misapplication of this Agreement. (Established Policy Handbook).

10.2

Informal Level: An informal meeting between the building principal and the involved teacher will be held prior to the filing of a formal grievance in an attempt to resolve the problem to their mutual satisfaction. This discussion shall occur within 20 work days of the occurrence if the complaint is to be carried to the formal level.

10.3

Formal Level One:

If the problem is not solved at the informal level within the foregoing time limits, a formal written grievance (on forms supplied by the Association and signed by the grievant) may be filed with the principal within fifteen (15) work days of the informal meeting. The written grievance shall set out the section or solutions of this agreement allegedly violated, misapplied, or misinterpreted by the Employer, facts constituting the grievance and the remedy sought.

Within fifteen (15) work days after receipt of the written grievance, the principal will render a decision. The principal shall meet with the grievant and present his/her decision in writing to the grievant. The written decision shall state the Principal's reasons for supporting or denying the grievance. The Principal and the grievant shall each have the right to have a representative present at this meeting.

10.4
Formal Level Two:

If the problem is not solved at Formal Level One, the grievance may be filed by the grievant with the Superintendent in writing within fifteen (15) workdays of the principal/grievant meeting.

After considering the written grievance and the principal's written decision, the Superintendent will meet with the grievant within fifteen (15) workdays in an attempt to resolve the grievance.

Within fifteen (15) workdays from meeting with the grievant, the Superintendent will render a decision in writing.

10.5
Formal Level Three:

If the grievance is not resolved in the previous steps, either party may make a request in writing for arbitration of the grievance by asking the Federal Mediation and Conciliation Service to submit the names of ten (10) qualified arbitrators to the parties. A "qualified" arbitrator shall be deemed to be one who is a member of the National Academy of Arbitrators. The parties shall select an arbitrator to hear the complaint by alternately striking one name from the list of arbitrators until only one arbitrator remains, who shall be deemed appointed to hear the matter. The grievant shall make the first strike from the panel. Such request for arbitration shall be made within ten (10) work days after the Superintendent renders his/her written decision as set forth in Article 7.4, Step C.

10.6
The arbitrator shall have no authority to amend, revise, or delete any provision of this agreement and shall consider only the issue submitted to him for determination. The arbitrator's decision is final and binding on all parties.

10.7
The fee of the arbitrator shall be borne equally by both the Employer and the Association.

10.8
A copy of all grievance decisions shall be recorded in the Superintendent's office and the Association office.

10.9
The grievant and the administrator may have a representative of his/her choice present at any level.

10.10
In the event that the arbitration is scheduled during the time that school is in session, the Association president or his/her or their designee, and Association witnesses will be released to attend such hearing without loss of compensation. However, the Association will reimburse the School Corporation for resulting sub-teacher pay. The Association agrees to keep interference to the normal educational process at a minimum.

10.11
Article 10.5 through 10.7 and Article 10.10 do not apply to teacher discipline or dismissal proceedings.

ARTICLE 11
Educational Incentive

11.1
It is recognized that it is the teacher's responsibility to remain qualified in accordance with the laws of the State of Indiana and rules of the General Commission of Education of the State of Indiana.

11.2
A teacher will pursue additional education necessary to acquire a professional license. This pursuit should be a joint effort on the part of the teacher and the School Corporation.

ARTICLE 12
Term of Agreement

12.1
September 15, 2025 to June 30, 2027

Appendix A

WESTVILLE COMPENSATION MODEL

I. Factors and definitions

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
2. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
3. Educational Credentials: Licensure areas, advanced degrees, or endorsements recognized by IDOE and held by the teacher on the first teacher day of the applicable school year.
4. Base Salary: The foundational pay rate prior to any percentage or one-time increases.
5. Stipend: A one time payment not added to base salary unless otherwise specified.

II. Salary Base

1. The minimum teacher base salary for 2025-2026 shall increase to $50,000.00

III. Salary Increases:

1. Evaluation Factor: Teachers receiving a rating of Effective or Highly Effective under the RISE model shall receive the following increases:
    a. 2025-2026 school year - 6% increase on base salary for a successfully completed school year (24-25)
    b. 2026-2027 school year - 4% increase on base salary for a successfully completed school year (25-26)
2. Instructional Leadership Incentive (One-Time on Base): Teachers earning any one of the following additional credentials on or before the first teacher day of the school year shall receive a one-time $1,500.00 increase to base salary (applicable in either year one or year two):
    a. English Language Learner (ELL) License
    b. High Ability (HA) License
    c. STEM License
3. Academic Needs Incentive (One-Time on Base): Teachers earning an Early Literacy License on or before the first teacher day of the school year shall receive a one-time $1,500.00 increase to base salary (applicable in either year one or year two).

IV. New Hires

New hires salaries will be no greater than the top salary of employees with the same experience and education.

The corporation shall maintain a scattergram correlating years of experience with educational benchmarks noted for informational purposes.

Salary Range

Annual full-time salaries at the beginning of the 2024-2025 school year range between $47,500 and $85,313, not including TRF contributions and prior to any increases negotiated in this contract.

With the changes indicated above, the salary range is adjusted to the following during the two year contract period:

2025-2026: $50,000.00-$89,997.18
2026-2027: $50,000.00-$93,597.07

Appendix B

Teacher Stipend

Teachers who perform corporation approved work (such as curriculum and in-service training) on non-school days shall be paid on the following basis.

Full Day	$100.00
Up to One Half Day	$50.00

Award for Non-Use of Days

For the 2025-2027 school years, full time staff members that use six (6) or less leave days (excluding professional, and funeral) will be offered one of two options:

a. To sell each remaining day, up to 10 maximum days, to the district at a rate of $65 per day.
b. A single $200 stipend

For the 2025-2027 school years, part time staff members that use 60% or less of their leave days will be offered one of two options:

a. To sell each remaining day, up to 60% of the accumulated days, to the district at a rate of $65 per day.
b. A single stipend calculated at $200 x percentage FTE.

Supplemental Payments
For Information Only

Master's Degree Incentive

For school years beginning after June 30, 2015, teachers that acquire a master's degree within their field, and have not been previously compensated by the corporation, will qualify for a $2,000 stipend. For school years beginning after June 30, 2015, teachers that acquire a Master's Degree in Education or a Master's Degree not in field, and have not been previously compensated by the corporation, will qualify for a $1,000 stipend.

Official college transcripts verifying degree status will need to be submitted to the MSD of New Durham Township Superintendent's office on or before August 1 of the upcoming year in order to be awarded that school year. In absence of specific state guidance, the MSD of New Durham Township Board of Education and Superintendent will determine if the degree is within the content area.

Ind. Code 20-28-9-15(a)-Master's degree in field area directly related to subject matter of dual credit course or another course taught by the teacher; or-Elementary school teachers; Master's in math or reading and literacy.

Education Reimbursement

In order for a teacher to be eligible for School Corporation reimbursement, the following criteria must be met.

The form "request for enrollment in the career incentive program" must be submitted and approved by the Superintendent prior to enrollment in the course; courses that are an integral part of a college approved Master's Program will receive automatic approval.

All courses must be:

- Taken in the certification area or listed on the teaching certificate or have direct application to the field of education.
- Taken during the time that the teacher is an employee of the M.S.D. of N.D.T.
- Substantiated with an official transcript or official grade report from the institution in which the work was taken.

Payment will be made as follows: A reimbursement of One Hundred dollars ($100.00) per semester hour will be made upon the approved evaluation of the courses taken for a maximum of 6 credit hours per calendar year.

After submission of an official transcript, the employer will have a maximum of twenty (20) school days in which to respond with payment or a reason why reimbursement was not made.

No payment amount can exceed the cost of the class.

Summer School

For Summers 2026 and 2027, the compensation for staff will be $175 per day.

MASTER CONTRACT
September 15, 2025 to June 30, 2027

SIGNATURE PAGE

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 10, 2025, and electronic participation from the parties and/or public was not permitted; and

2. A public meeting in compliance with I.C. § 20–29–6–19 was held on October 29, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

The CBA was ratified by all parties on November 13, 2025.

MSD OF NEW DURHAM TOWNSHIP

Board President

Board Secretary

Board Vice President

Board Deputy Secretary

Board Member

Superintendent

WESTVILLE TEACHERS ASSOCIATION

Association President

Bargaining Team Member

Bargaining Team Member

Dated: 11/13/25

Extra-Curricular Activity Positions

Year long Extra-Curricular positions will be paid once per semester at 50% per payment.

	25-26 BASE	$ 50,000
Elementary		
Student Council	0.0139130	$ 696
Spelling Bee	0.0048913	$ 245
Talent Show Sponsor	0.0139130	$ 696
CLASS Ambassador Program (x2)	0.0108696	$ 543
6th Grade Camping Trip (per night)	0.0025652	$ 128
Grade Level Coordinator	0.0108696	$ 543
After School Clubs	0.0065217	$ 326
Dyslexia Coordinator	0.0543478	$ 2,717
Elementary Music Performance Director	0.0260000	$ 1,300
Middle/High School		
Spelling Bee	0.0048913	$ 245
School Play	0.0229348	$ 1,147
Quiz Bowl	0.0048913	$ 245
Academic Honors Night	0.0048913	$ 245
Science Olympiad	0.0291304	$ 1,457
National Honor Society	0.0241304	$ 1,207
National Junior Honor Society	0.0119565	$ 598
Senior Class Sponsor	0.0182609	$ 913
Student Council	0.0291304	$ 1,457
Junior Class Sponsor	0.0291304	$ 1,457
Vocal Music	0.0256522	$ 1,283
Instrumental	0.0382609	$ 1,913
Department Chair	0.0108696	$ 543
FFA	0.0250000	$ 1,250
Washington DC Trip Sponsor (per night)	0.0025652	$ 128
DECA	0.0249783	$ 1,249
CLASS Ambassador Program (x2)	0.0108696	$ 543
AP and Dual Credit Class (per prep)	0.0086957	$ 435
Washington DC Trip Coordinator	0.0108696	$ 543
After School Tutoring (per year)	0.0510000	2550

Elementary Volunteer Positions

Talent Show Assistant
Yearbook
Newspaper
Honor Night

Middle/High Volunteer Positions

Honor Night
Tri-M
Agitator Newspaper
Middle School Student Council
Speech
Asst. Speech

BOYS SPORTS		
Basketball		
Varsity Head Coach	0.1402174	$ 7,011
Assistant/JV Coach	0.0673913	$ 3,370
C Team	0.0354348	$ 1,772
Middle School Coach	0.0423913	$ 2,120
Assistant Middle School Coach	0.0210600	$ 1,053
5th and 6th Grade Coach	0.0108696	$ 543

Baseball		
Varsity Head Coach	0.0658696	$ 3,293
Assistant Varsity Coach	0.0323913	$ 1,620
Middle School Coach	0.0208696	$ 1,043
Assistant Middle School Coach	0.0086957	$ 435

Volleyball		
Varsity Head Coach	0.0619565	$ 3,098
Assistant Varsity Coach	0.0339130	$ 1,696
Middle School Coach	0.0180435	$ 902
Assistant Middle School Coach	0.0086957	$ 435

Soccer		
Varsity Head Coach	0.0556522	$ 2,783
Assistant Coach	0.0173913	$ 870

Track		
Varsity Coach (Boys only)	0.0445652	$ 2,228
Assistant Varsity Coach (Boys only)	0.0210870	$ 1,054
Middle School Coach (Boys only)	0.0208696	$ 1,043
Middle School Assistant (Boys only)	0.0104348	$ 522

Cross Country		
Varsity Coach (Boys only)	0.0445652	$ 2,228
Middle School (Boys only)	0.0208696	$ 1,043

Golf

Varsity Head Coach	0.0507391	$ 2,537

Co-Ed CC/Track

Varsity Head CC	0.0760870	$ 3,804
Middle School CC	0.0347826	$ 1,739

Varsity Head Track	0.0760870	$ 3,804
Varsity Assistant Track	0.0347826	$ 1,739
Middle School Track	0.0347826	$ 1,739
Middle School Assistant Track	0.0173913	$ 870

GIRLS SPORTS

Basketball

Varsity Head Coach	0.1402174	$ 7,011
Assistant/JV Coach	0.0673913	$ 3,370
C Team	0.0354348	$ 1,772
Middle School Coach	0.0423913	$ 2,120
Assistant Middle School Coach	0.0210600	$ 1,053
5th and 6th Grade Coach	0.0108696	$ 543

Softball

Varsity Head Coach	0.0658696	$ 3,293
Assistant Varsity Coach	0.0323913	$ 1,620
Middle School Coach	0.0208696	$ 1,043
Assistant Middle School Coach	0.0086957	$ 435

Volleyball

Varsity Head Coach	0.0619565	$ 3,098
Assistant Varsity Coach	0.0339130	$ 1,696
Middle School Coach	0.0180435	$ 902
Assistant Middle School Coach	0.0086957	$ 435

Soccer

Varsity Head Coach	0.0556522	$ 2,783
Assistant Coach	0.0173913	$ 870

Track

Varsity Coach (Girls only)	0.0445652	$ 2,228
Assistant Varsity Coach (Girls only)	0.0210870	$ 1,054
Middle School Coach (Girls only)	0.0208696	$ 1,043
Middle School Assistant (Girls only)	0.0104348	$ 522

Cross Country

Varsity Coach (Girls only)	0.0445652	$ 2,228
Middle School (Girls only)	0.0208696	$ 1,043

Golf

Varsity Head Coach	0.0507391	$ 2,537

Co-Ed CC/Track

Varsity Head CC	0.0760870	$ 3,804
Middle School CC	0.0347826	$ 1,739

Varsity Head Track	0.0760870	$ 3,804
Varsity Assistant Track	0.0347826	$ 1,739
Middle School Track	0.0347826	$ 1,739
Middle School Assistant Track	0.0173913	$ 870

Dance Team

High School Coach	0.0293478	$ 1,467
Middle School Coach	0.0184783	$ 924

Cheer

High School Coach	0.0293478	$ 1,467
Middle School Coach	0.0184783	$ 924
Elementary Cheer (per season)	0.0105260	527

Combined Dance and Cheer Team

High School Coach		$2,495
Middle School Coach		$1,571

Teachers who perform corporation approved work (such as curriculum and in-service training) on non-school days shall be paid on the following basis: Full Day $100, up to One Half Day $50
Teachers who supervise an absent teacher's classroom during his/her planning time will be paid $35 per class period in the MS/HS. Time will be prorated at the elementary to $0.67 per minute of coverage. § 30 minute special - $20.00 § 45 minute special - $30.00 § 60 minute special - $40.00
Teachers must complete the stipend pay request form and receive principal and superintendent approval prior to participation in the activity.
Full year ECA activities will receive half the pay at the end of the first semester and half the pay at the end of the second semester of the school year. Numbers of positions available in each category are historical and are included for informational purposes only.