July 1, 2026-June 30, 2027

SCHOOL YEAR AGREEMENT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF

WESTERN WAYNE SCHOOLS

AND

THE WESTERN WAYNE EDUCATION ASSOCIATION

Pre-Bargaining Public Hearing: September 9, 2026

Tentative Agreement Public Meeting: October 21, 2026

Board Ratification Vote: November 11, 2026

TABLE OF CONTENTS

Recognition 3
ARTICLE II - Wage-Related Fringe Benefits 3
A. Personal Illness/Family Illness Days 3
B. Death Leave 4
C. Personal Business Days 4
D. Jury Duty 5
E. Health Participation 5
ARTICLE III 5
A. Salary and Wage Provisions 5
B. Compensation Model 6
Base Salary Range 6
Starting Salaries for New Teachers 6
Compensation Model 6
A. Wage Related Fringe Benefits 11
B. 401(a) Matching Annuity Plan 12
C. Payment of Background Check Fees 13
ARTICLE V 13
A. Grievance Procedure 13
ARTICLE VII 14
Conditions and Duration of Agreement 14
Appendix A 2025-2026 Salary Schedule 16
Salary Schedule 16

ARTICLE I - Recognition

In accordance with Indiana Code 20-29-5, the Board hereby recognizes the Western Wayne Education Association as the exclusive representative of all Western Wayne Schools full-time and part-time certificated employees (as defined by Indiana Code 20-29-2-4) on a regular teaching contract, except the Superintendent, Assistant Superintendent, Principal, Administrator, Assistant Principal, Director of Technology and Director of Athletics.

Definitions:

1. The term "teacher," when used in this agreement, shall refer to Western Wayne Schools full-time and part-time certificated employees (as defined by Indiana Code 20-29-2-4) on a regular teaching contract, except the Superintendent, Assistant Superintendent, Principal, Administrator, Assistant Principal, Director of Technology and Director of Athletics.
2. The term "School Corporation", when used in this contract, shall refer to the Western Wayne Schools of the County of Wayne, and the State of Indiana.

ARTICLE II - Wage-Related Fringe Benefits

A. Personal Illness/Family Illness Days

Each teacher may be absent from work with pay on account of personal illness for ten (10) days (these days are called personal illness days). If a teacher does not use all of the allowed personal illness days in a school year, the unused days accumulate to a maximum total of seventy (70) days.

If a teacher accumulates one (1) or more personal illness (sick) days in another school corporation of this state, there shall be added to the teacher's personal illness days for the first five (5) years of the teacher's employment in the Western Wayne Schools, three (3) accumulated personal illness (sick) days, or one-fifth (1/5) of the original total to which the teacher was entitled in the teacher's last employment, whichever is greater. Where the number of accumulated personal illness (sick) days from previous employment is not evenly divisible by 5, the number added in the first year will be rounded up to provide for 4 equal distributions of the remaining leave in the second through fifth years of employment.

Personal illness days may be used only:

1. On account of the personal illness of the teacher or each family member.
2. For medical and dental appointments of the teacher. Personal illness day absences shall be recorded on no less than a half-day basis; i.e., any period of time less than one-half day shall be counted as a half-day.

In the event the teacher exhausts all current sick leave days the teacher may use accumulated days for personal/family Illness with appropriate medical documentation.

The corporation shall not provide any additional allotment of paid leave days to be used for the sole purpose of Family Illness in addition to personal illness leave days. For the purpose of this section, "the

teacher's immediate family" shall mean the teacher or teacher's spouse's child, step-child, parent, step-parent, grandparent, grandchild, brother, sister, step-brother, step-sister, or a person living in the teacher's home as part of the teacher's family. The Board shall consider extenuating circumstances when further family illness days are needed. A form verifying "illness in the immediate family" must be completed by the teacher seeking family illness leave.

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.

Extended Paid Leave

Paid leave that exceeds **three (3) consecutive days must be approved by the Superintendent.**

B. Death Leave

In the case of death in the immediate family of the teacher, the teacher is entitled to be absent from work with pay for five (5) school days per occurrence. These days may be taken at any time within thirty (30) working days following the death. For the purpose of this section, the "teacher's immediate family" shall mean the teacher's child, step-child, parent, step-parent and/or the teacher's spouse's child, step-child, parent, step-parent, or any person living in the teacher's home as part of the teacher's family.

In the case of the death of the teacher or teacher's spouse's grandparent, grandchild, brother, sister, brother-in-law, sister-in-law, son-in-law, or daughter-in-law, the teacher is entitled to be absent from work with pay for three (3) school days per school year. These days may be taken at any time within thirty (30) working days following the death.

In the case of death involving any other person, the teacher is entitled to be absent from work with pay for one (1) day per school year, to attend the calling or funeral service, which may be taken in half-day intervals.

C. Personal Business Days

Each teacher employed shall be entitled to five (5) paid days for the transaction of personal business and/or the conducting of personal or civic affairs during each year of employment. Personal business days shall be separate from personal illness days and shall not be deducted from the teacher's accumulated personal illness leave. Personal business days may be taken in half-day units.

Personal business days unused at the end of each school year shall be credited to the teacher's accumulated days of sick leave in accordance with the sick leave policy of the Board.

Notification of personal leave shall be made twenty-four (24) hours prior to such leave except in case of emergency. Personal leave request(s) need to be submitted through the building principal to the office of the Superintendent.

If a teacher utilizes all paid personal business days in a given school year, the teacher shall not be permitted to use unpaid personal business time for any reason.

Teachers taking a paid leave day the day before or immediately after defined breaks will be charged as two (2) days for every one (1) day of paid leave.

If a half day PM is taken just prior to a defined break or a half day AM immediately after a defined break, it will be charged as a **full day**.

Breaks are defined as:

- Summer Break
- Fall Break
- Thanksgiving Break
- Winter Break
- Spring Break

Extended Paid Leave

Paid leave that exceeds **three (3) consecutive days must be approved by the Superintendent.**

D. **Jury Duty**

The Board will pay the teacher required to serve on jury duty the difference between their regular per-day compensation and the per diem received for jury duty.

E. **Health Participation**

The Western Wayne Schools Board of Trustees and the Western Wayne Education Association agree that participation in the North Central Indiana Insurance Consortium shall be the means by which group employee health insurance coverage is provided and the consortium shall be solely responsible for selecting all third-party health insurance administrators/carriers. Furthermore, the North Central Indiana Insurance Consortium with approval from the superintendent shall be the sole determiner of all health insurance plan options and premium costs to be offered to employees each year. Any health plan option and associated Board financial contribution toward said plan option that is listed in this contract and then at a later time is altered or eliminated by the North Central Indiana Insurance Consortium shall be considered immediately altered or eliminated from this contract under the provisions established by the North Central Indiana Insurance Consortium without the consent of the Western Wayne Education Association.

A teacher upon retirement may participate in group health insurance if the following qualifications are met:

1. Whose retirement date is after June 30, 1986
2. Who will have reached retirement fifty-five (55) years of age, but who will not be eligible for Medicare coverage as prescribed by law.
3. Who will have completed twenty (20) years of creditable employment with a public employer, ten (10) years of which shall have been completed immediately preceding retirement; and
4. Who will have completed upon retirement at least fifteen (15) years of participation in the retirement plan of which the employee is a member; is entitled to participate in the health insurance program if the employee pays both the employer's and the employee's premium for the insurance and if the employee within thirty (30) days after retirement files a written request for insurance coverage with the employer. A retired employee's eligibility to continue insurance under the subsection ends when the employee

becomes eligible for Medicare coverage or when the employer terminates the health insurance program. A retired employee may elect to have his/her dependents covered under the health insurance program at the time the employee retires. Upon the death of the retired teacher, his/her dependents shall be eligible for coverage as per COBRA (Consolidated Omnibus Reconciliation Act of 1985) regulations.

An employee who is on leave without pay is entitled to participate in any health insurance program maintained by the employer if the employee pays both the employer's and the employee's premiums for the insurance.

ARTICLE III - Salary and Benefits

A. Salary and Wage Provisions

The parties agree that the teacher salaries and wages to be affected by this agreement are accurately reflected within this agreement. Part-time teachers shall receive salary in direct proportion to the amount of time worked. The reimbursable mileage rate for performing approved school-related business will be as per the current IRS rate.

All active certified teachers shall receive their salary through twenty-six (26) bi-weekly installments. Sections C and D of this Article contain all wage payments for ancillary, co-curricular, and extra-curricular duties/activities. All employees receiving ancillary, co-curricular, and extra-curricular duties/activities pay have the option between a lump sum stipend (at conclusion of duty) or payment over 26 pays.

B. Compensation Model

Base Salary Range
$45,550 to $66,275.

Starting Salaries for New Teachers
For any teacher employed by Western Wayne Schools under this Agreement, the school year salary for newly hired teachers with no previous teaching experience will be $45,550 and other newly hired teacher salaries will be based on the salaries of current WWS teachers with comparable educational attainment and years of experience.

The superintendent shall be given the authority to increase the starting salary for newly hired teachers in areas deemed by the superintendent as "difficult to fill." These individuals may receive, at the discretion of the superintendent, up to two rows down on the salary scale, but the final, total base salary may not exceed the maximum amount identified in the base salary range. As such, prior to the hiring of a new employee on an adjusted scale, the superintendent and association must have a discussion on this.

Compensation Model

Eligibility
Generally, teachers with evaluation results of "Needs Improvement" and/or "Ineffective" are not eligible for any additional compensation under this agreement, except for a teacher in the first two (2) full school years that the teacher provides instruction to students in elementary school or high school. If a teacher provides instruction to students in elementary school or high school in another state, any full school

year, or its equivalent in the other state, that the teacher provides instruction counts toward the two (2) full school years under this provision. A teacher with an evaluation result of "Needs Improvement" or "Ineffective" will not receive any stipend or base salary increase under this agreement. The amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be re-allocated equally to teachers rated effective and highly effective as a one-time stipend.

In addition, teachers must have a minimum of 120 days of active service (workdays actually worked by the teacher/employee) in a school year to be eligible to receive an evaluation. As such, a teacher where an evaluation cannot be completed in a school year will not receive any increase under this agreement. Paid days off such as sick, family illness and/or personal shall not count as work days/days of active service toward the determination of being eligible to receive an evaluation, except for Family-Medical Leave Act and military leave days.

Factors, Definitions, and Distribution
The base salary increase results from the following factors/amounts:

1. *Academic Needs,* defined as retaining eligible teachers by maintaining a competitive and equitable overall compensation structure. The teacher will remain in the same column. This will result in a differentiated salary increase of $825 up to $3,500.
2. *Years of Experience*, teachers who worked more than 120 days in the prior school year move down one row resulting in $825 pay increase. Teachers who are at row 25 experience a cap and will not receive a pay increase.
3. *Instructional leadership,* teachers who initially obtain the Literacy Endorsement and add it to their Indiana teaching license before July 1st each year will earn a $100 pay differential on the pay scale by moving into the Literacy Endorsement column.

C. Athletic Extracurricular/Ancillary Duty Salary

Teachers who fill seasonal positions shall have the choice of their ECA compensation paid in equal installments through the final pay period of the year or elect to be paid at the final pay of the midpoint of the season and the final pay after the culmination of the season. Teachers will make this election prior to the first pay period of the new contract year or upon board approval.

Teachers who fill yearly positions shall have their ECA compensation paid in equal installments through the final pay period of the year or have the option of being paid in full at the final pay period of the year. Teachers will make this election prior to the first pay period of the new contract year or upon board approval.

Any information in the ECA schedule beyond wages was not bargained and is included for informational purposes only.

Athletic Supervisors	$963
Athletic Supervisors	$963

Athletic Coaches

Elementary School Athletics	
Elementary Basketball	$455
Middle School Athletics	
Middle School Boys Basketball Grade 7	$1,039
Middle School Boys Basketball Grade 8	$1,039
Middle School Boys Football Head Coach	$1,091
Middle School Boys Football Assistant Coach	$892
Middle School Co-Ed Track Head Coach	$973
Middle School Co-Ed Track Head Coach	$973
Middle School Co-Ed Track Assistant	$377
Middle School Wrestling Head Coach	$668
Middle School Wrestling Assistant	$377
Middle School Co-Ed Golf	$576
Middle School Girls Basketball Grade 7	$1,039
Middle School Girls Basketball Grade 8	$1,039
Middle School Girls Cheerleading	$909
Middle School Girls Volleyball Grade 7	$850
Middle School Girls Volleyball Grade 8	$850
Middle School Co-Ed Cross Country	$973
High School Athletics	
High School Boys Baseball Head Coach	$2,993
High School Boys Baseball JV/Assistant	$1,446
High School Boys Basketball Head Coach	$6,209
High School Boys Basketball JV/Assistant	$2,318
High School Boys Basketball Freshmen	$1,299
High School Boys Cross Country Head Coach	$1,991
High School Boys Football Head Coach	$6,209
High School Boys Football JV/Assistant	$1,727
High School Boys Golf Head Coach	$1,299
High School Boys Tennis Head Coach	$1,636
High School Boys Track Head Coach	$2,058
High School Boys Wrestling Head Coach	$2,408
High School Boys Wrestling JV/Assistant	$1,061
High School Girls Basketball Head Coach	$6,209
High School Girls Basketball JV/Assistant	$2,318
High School Girls Basketball Freshman	$1,299
High School Girls Cheerleading Head Coach	$1,363
High School Girls Cheerleading JV/Assistant	$773
High School Girls Cross Country Head Coach	$1,991
High School Girls Gymnastics Head Coach	$1,299

High School Girls Golf Head Coach	$1,299
High School Girls Softball Head Coach	$2,993
High School Girls Softball JV/Assistant	$1,446
High School Girls Tennis Head Coach	$1,636
High School Girls Track Head Coach	$2,058
High School Girls Volleyball Head Coach	$2,794
High School Girls Volleyball JV/Assistant	$1,182
Co-Ed Track JV/Assistant	$1,182

Non-Athletic Coaches and Clubs

Elementary

Music, Choral	$662
Archery Club	$500
Elementary Club	$250
Drama Club	$250
Robotics Club	$500
Spell Bowl	$250
Student Council	$500
Teacher Leader	$1,500

Middle School

Student Council	$500
Builder's Club	$350
Honor Society	$303
Middle School Club	$250
Robotics Club	$500
Softball Club	$500
Teacher Leader	$1,500

High School

Agriculture SAE Teacher	$4,500
Archery Coach (Both MS and HS)	$500
Bowling Coach	$950
Drama Production Number 1	$750
Drama Production Number 2	$750
FFA Club Sponsor	$1,000
Gamer's Club	$500
Key Club	$433
Music, Choral	$1,273
Music, Instrumental	$2,013
Drill Teams	$850
Drill Writer (WWS Staff)	$850
Band Consultant	$350

Percussion Consultant	$350
Business Professionals of America	$1,000
Business Professionals of America	$1,000
Spanish Club	$312
Freshman Class Sponsors	$113
Freshman Class Sponsors	$113
Sophomore Class Sponsors	$113
Sophomore Class Sponsors	$113
Junior Class Sponsors	$113
Junior Class Sponsors	$113
Senior Class Sponsors	$113
Senior Class Sponsors	$113
Prom Sponsors	$410
Prom Sponsors	$410
Graduation Coordinator	$318
Graduation Coordinator	$318
Student Council	$1,000
Yearbook	$878
National Honor Society	$382
Robotics Club	$500
Academic Coordinator	$681
Academic Coach, English	$393
Academic Coach, Math	$393
Academic Coach, Science	$393
Academic Coach, Social Studies	$393
Academic Coach, Fine Arts	$393
Summer Music	$973
High School Club	$250
Teacher Leader	$1,500

Miscellaneous (prior approval by superintendent required)	
Tutoring (outside of regular contractual hours/days)	$20/hour
Instruction Programs (outside of contract hours/days)	$20/hour
Fitness Lab Supervision	$20/hour
Homebound Instruction Teacher	per individual teacher hourly rate
Saturday School or After School Detention Supervision	$20/hour
Curriculum and/or Instructional Professional Development	$75/day

ARTICLE IV - Fringe Benefits

A. Wage Related Fringe Benefits

1. Health Insurance

Each qualifying teacher will receive the following Board contribution toward health insurance for the 2026-2027 school year:

TIER	BOARD CONTRIBUTION			
	Plan 1	Plan 2	Plan 3	Plan 4
Single	$5,790	$9,171	$8,757	$8,044
Employee/Child	$8,015	$12,769	$11,720	$10,188
Employee/Spouse	$10,807	$16,793	$15,624	$12,990
Family	$13,165	$21,165	$20,109	$16,219

In no event shall one hundred percent (100%) of premiums for a plan be paid by the Board. If the amount of the premium is less than the Board contribution, the teacher shall pay one dollar ($1.00).* The Board reserves the right to eliminate health insurance plan options at any time without the consent of the Western Wayne Education Association.

2. Dental and Vision Insurance

A group dental and vision insurance program will be made available to all actively working teachers. The Board contribution to each plan for each participating employee will be $50.00 per year. * This provision will become null and void if the minimum number of participants, as per the rules of the selected vendor, cannot be obtained.

3. Life Insurance

The Board shall provide for each qualifying teacher a group life insurance plan which shall pay the teacher's designated beneficiary the sum of fifty thousand dollars ($50,000.00) in the event of death; and, in the event of accidental death, an additional $50,000 shall be paid, for a total of $100,000 in case of accidental death. -The Board shall pay all premiums except for one dollar ($1.00) which shall be paid by the qualifying teacher. *

If the terms of the policy and/or the requirements of the life insurance carrier reduce the life insurance benefit(s) at a particular age or under specified circumstances, then any affected beneficiaries of any teacher shall accept the amount paid by the life insurance carrier as the total benefit expected and/or entitled to, even if the amount paid by the carrier is a lesser amount than specified above.

Any financial difference or shortfall experienced by the beneficiaries of a teacher falling under these circumstances and provisions shall not hold the Western Wayne School Corporation liable and shall not be entitled to any additional payments by the school corporation for any reason.

4. Long-Term Disability Insurance

The Board shall provide for each qualifying teacher a group long-term disability plan. The Board shall make a maximum payment of one hundred fifty dollars ($150.00) per teacher, with the teacher paying not less than one dollar ($1.00) per year.*

* The sole authority for the selection of the insurance carriers shall be with the Board. Any insurance benefit provided by the Board shall be subject to the rules and regulations of the underwriters, carrier, or group consortium.

5. IRS Section 125
A teacher may participate in the Western Wayne Schools Salary Reallocation Plan approved and adopted by the Board under the provisions of Section 125 of the Internal Revenue Code.

B. 401(a) Matching Annuity Plan

The Board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the 401(a) Plan) for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees. The Board shall also maintain a 403(b) Plan (hereinafter referred to as the 403(b) Plan) for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax salary reduction contributions which will be matched by equal Board contributions to the 401(a) Plan. The Board contribution to the 401(a) Plan will be 2%.

The contributions made by the certified employees and matched dollar for dollar by the Board shall be an amount which reflects the appropriate percent of the certified employees' base salary as set forth on the certified employees' teacher contract which corresponds to his or her salary.

For the certified employees hired after the date of ratification of the contract, he/she will be one hundred percent (100%) vested upon the completion of five (5) years of service with Western Wayne Schools.

C. Payment of Background Check Fees

The Board agrees to pay the costs associated with obtaining expanded criminal history background checks for currently-employed teachers.

D. Additional Wage-Related Information

1. Personal Illness/Leave Day Compensation

Any teacher that accumulates over 70 days at the conclusion of the school year shall be entitled to payment for each personal illness and/or leave day that has been accumulated. Teachers must indicate they would like to sell back days prior to June 1st of the contractual year. Personal illness and/or leave days must not exceed fifteen (15) days times forty dollars ($40.00) per day. Payment of personal illness and/or leave days will be dispersed during the first pay period in June.

2. Western Wayne Teacher Prep Period Compensation

If WWS teachers are required to cover another teacher's class during their designated preparation period, the school agrees to compensate the covering teacher for their time. Specifically, teachers shall receive compensation of $10 for each 45-minute period covered. For middle school and high school teachers, this compensation shall be equivalent to $20 per block and $10 per period.

ARTICLE V - Grievance

A. **Grievance Procedure**

It is in the interest of the general public, and in the interest of the school children that both the school employee and school employer serve, that grievances be reconciled and disposed of as expeditiously as possible.

The parties agree that grievances that arise out of the application or interpretation of this agreement, shall be resolved in accordance with the grievance procedure described in this agreement.

Grievance Procedure

Section 1. Definitions

A grievance is an alleged violation or claimed misinterpretation of a specific article or section of this Agreement.

The term "teacher" includes any individual or group of individuals within the bargaining unit.

The term "day" when used in this Article shall be working days. During the summer recess, the term shall mean weekdays.

The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues that may arise from time to time with respect to specific claims of violation, misapplication, or misinterpretation of the provisions of this Contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.
The number of days indicated at each level shall be considered as maximum, and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representation of each party.

Section 2. Procedure

Step One

Within ten (10) days of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance to the building principal. Within three (3) days after the presentation grievance, the building principal shall orally answer the grievant.

Step Two

Within ten (10) days of the oral answer, if the grievance is not resolved it shall be stated in writing, signed by the grievant, and submitted to the building principal on a form mutually agreed upon by the Association and the Administration.

The Grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provision of this Agreement alleged to be violated, (4) state the contention of the grievant with respect to the grievance, and (5) indicate the specific relief requested.

Within five (5) days after receiving the written grievance, the principal shall communicate his/her answer, in writing, to the grievant.

Step Three

If the grievance is not resolved in Step Two, the grievant may, within ten (10) days of the receipt of the principal's answer, present the grievance to the Superintendent by filing the

grievance and the principal's answer along with any written response of the grievant to the answer of the principal, with the Office of the Superintendent.

The Superintendent, or his designated representative, shall give the grievant an answer, in writing, no later than ten (10) days after the receipt of any written grievance properly filed with the Superintendent's office.

Step Four
Within ten (10) days after receiving the decision of the Superintendent, an appeal from the decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular or special meeting and render its decision in writing to the grievant no later than ten (10) days after receipt of the appeal.

The Board may not consider any material, allegation, or remedy that was not presented in Step Three.

The decision of the Board is final with no further appeal rights

ARTICLE VI – Retirement Notice

A. Retirement Notice

Any teacher who intends to retire at the conclusion of the current school year shall provide written notice of their intent to retire to the building Principal and Superintendent no later than March 1 of that school year.

ARTICLE VII - Conditions and Duration of Agreement

This agreement shall be effective as of the date of ratification and school board approval, retroactive to July 1, 2026, and shall continue in effect until June 30, 2027. The health benefits outlined in this contract will be effective as of October 1, 2026, through June 30, 2027.

This agreement is made and entered on the 11th day of November, 2026, by and between the Board of School Trustees of Western Wayne Schools and the Western Wayne Education Association.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 9, 2026, and electronic participation from the parties and/or public was permitted; and

2. The school employer held a public meeting on October 21, 2026, after the parties reached a tentative agreement, in compliance with I.C. § 20-29-6-19, to discuss the tentative agreement - electronic participation from the parties and/or public was permitted; and

3. The School Board ratified the contract on November 11, 2026.

Appendix A - Salary Schedule

2026-2027 Salary Schedule

2025-2026		
Experience		w/ Literacy Endorsement
0	$45,550	$45,650
1	$46,375	$46,475
2	$47,200	$47,300
3	$48,025	$48,125
4	$48,850	$48,950
5	$49,675	$49,775
6	$50,500	$50,600
7	$51,325	$51,425
8	$52,150	$52,250
9	$52,975	$53,075
10	$53,800	$53,900
11	$54,625	$54,725
12	$55,450	$55,550
13	$56,275	$56,375
14	$57,100	$57,200
15	$57,925	$58,025
16	$58,750	$58,850
17	$59,575	$59,675
18	$60,400	$60,500
19	$61,225	$61,325
20	$62,050	$62,150
21	$62,875	$62,975
22	$63,700	$63,800
23	$64,525	$64,625
24	$65,350	$65,450
25	$66,175	$66,275

THE BOARD OF SCHOOL TRUSTEES
WESTERN WAYNE SCHOOLS

PRESIDENT - Kris Bex

SECRETARY - Brent Fortman

WESTERN WAYNE EDUCATION ASSOCIATION

PRESIDENT

Dr. Melissa McIntire, Chief Negotiator of the
Exclusive School Employer's Negotiation Team