COLLECTIVE BARGAINING AGREEMENT

WAWASEE COMMUNITY SCHOOL CORPORATION

and

WAWASEE COMMUNITY EDUCATORS ASSOCIATION

JULY 1, 2026 – JUNE 30, 2027

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PREAMBLE

The Board of School Trustees of the Wawasee Community School Corporation of Kosciusko County, State of Indiana, hereinafter referred to as the Board, and the Wawasee Community Educators Association, hereinafter referred to as the Association, agree as follows:

A. Definitions

1. WCEA – The Wawasee Community Educators Association
2. Association – The Wawasee Community Educators Association
3. Parties – The Wawasee Community Educators Association and the Wawasee Community School Corporation Board of School Trustees
4. Board or WCSC – The Wawasee Community School Corporation Board of School Trustees
5. Teacher – Any member of the bargaining unit

ARTICLE I

RECOGNITION

In accordance with Indiana Code § 20-29-6, the Wawasee Community School Corporation hereby recognizes the Wawasee Community Educators Association as the Exclusive Representative of all certified employees; such representation includes all certified employees of the Wawasee Community School Corporation except for any certified employee that is on an administrative contract.

ARTICLE II

COMPENSATION MODEL

1. Salary Range

   a. The current salary range for returning teachers to WCSC, prior to any increase made pursuant to this Agreement is $45,000 to $76,400.
   b. Salary raises for the 2026-2027 school year shall be determined based on the provisions of section 3 of this Article.

2. Literacy Endorsement
   a. A $200 salary differential is applied to all teachers who earn the literacy endorsement by September 1, 2026 and who have not received the differential in prior years.

3. Base Salary Increases, Factors and Definitions

   a. Academic Needs - The need to attract and retain highly qualified teachers, meeting the evaluation rating factor, to serve the academic needs of students.
   b. Experience - A year of service is defined as being employed as a teacher for more than 120 days in the prior school year.
   c. Education - Teachers who earn a content area master's degree from an accredited university between February 1, 2026 and February 1, 2027.
   d. Evaluation Rating - The teacher received a highly effective or effective evaluation rating for the prior year.
   e. Distribution
      i. Academic Needs: Returning teachers who satisfy the academic needs factor of receiving a highly effective or effective rating receive $400.
      ii. Education: Teachers who meet the education factor will receive $600.
      iii. Teacher Retention Credit:
         (a) Returning WCSC teachers with one year of experience will receive $100, returning teachers to WCSC with two years of experience will receive $600, and returning teachers to WCSC with three years of experience will receive $1100. Returning teachers to WCSC with four or more years will receive $200.
         (b) The superintendent, in his or her discretion, may adjust the salary of a current teacher up to an additional $1000 or the amount on the new teacher salary grid for the new teacher to be comparable education and experience, whichever is lower.
   f. Itemized Compensation Requirements
      The compensation plan provides for a total possible salary increase of up to $2,100.
         i. Increase attributable to education and experience:
            - Increase attributable to education: $600
            - Increase attributable to experience: $0*
            - The combined increase for education and experience is $600, which is 29% of total possible increase.
         ii. Increase attributable to academic needs: $400, which is 19% of total possible increase.
         *Increase included in teacher retention catch-up not included for comparison purposes.

4. Wawasee Area Career and Technical Cooperative (WACTC) Teachers

   a. A WACTC teacher may be granted extra contract days by the Superintendent, beyond the 184, to complete their duties as assigned.

5. Additional Compensation (Stipends are not included in the teacher's base salary)

   a. Illness/Personal Leave Buy Back
      i. For the duration of the contract, WCSC may establish and implement an illness/personal day buyback program that provides teachers with an opportunity to sell back unused illness or personal days to the corporation for $100 per day, up to 10 total days from the current school year.
      ii. The following conditions must be met to participate in the buyback program:
         1. Teachers must submit a written request to the Payroll Clerk by June 15th following the end of the school year.
         2. Teachers must have a minimum of 50 accumulated illness/personal days remaining after days are sold.
         3. Only days in the current school year can be bought back.
      iii. Compensation will be in the form of a direct payment.
      iv. This provision shall expire at the end of the 2026-2027 year.
   b. Retirement Sick Day Buy Back
      i. For the duration of the contract, WCSC may establish and implement a retirement Sick Day Buy Back program that provides retiring teachers with an opportunity to sell back unused illness days to the corporation.
      ii. The following conditions must be met to participate in the retirement buyback program:
         1. Teachers must submit an irrevocable letter of retirement to the Superintendent by February 1;
         2. Compensation can be in the form of a direct payment or placed in a pre-tax account.
         3. Teachers are eligible to sell back up to 100 unused illness days (403(b) or VEBA), or 86 illness days (direct payment) at $50 per day.
      iii. This provision shall expire at the end of the 2026-2027 year.
   c. Retirement Incentive
      i. Teachers retiring during the 2026-2027 school year with at least 10 years of service at WCSC will receive a $10,000 stipend in the form of a VEBA account if the staff member submits an irrevocable notification of retirement, in writing, to the Central Office by February 1, 2027.
   d. In-House Substitute Duty Pay
      i. Teacher employees who forfeit their preparatory or lunch time and are assigned to be an in-house substitute as requested by the office shall be paid at the rate of $32.00 per class period or comparable block for elementary. Payments made pursuant to this section constitute payment for ancillary duties, and the teacher is still expected to perform all normal duties.
      ii. Teachers who take on an additional class in addition to their existing class shall be paid $15.00 per class period or comparable block for elementary.
   e. Dual Credit/AP/Industry Recognized Certification Stipend – This stipend is not included in the teacher's base salary.
      i. Teachers who instruct Dual Credit/AP/Industry Recognized Certification courses shall receive a stipend of $1000 per year.

6. New Teacher Placement Schedule - Placement of New Teachers at WCSC (See New Hire Schedule attached as Appendix G)

   a. New teachers to WCSC shall be defined as someone who has not been employed by the corporation in a certified position within the last 12 months.
   b. All new teachers to WCSC will be recommended by the Superintendent for an initial salary consistent with the academic needs of the corporation. The new teacher shall be brought in at an initial base salary commensurate to that teacher's years of teaching experience as outlined in the New Hire Schedule attached as Appendix G.
   c. At the discretion of the Superintendent, an additional stipend can be added at any time during the new teacher's first year in order to meet the academic needs of the school corporation not to exceed $5,000. This stipend will not be added to the teacher's base salary.
   d. WACTC teachers will be placed commensurate with their years of teaching and relevant work experience and educational attainment.

7. Additional Factors

   a. Teachers will be paid in twenty-six (26) equal payments every other Wednesday.
   b. Extended contracts shall be paid on a pro-rata basis of the regular salary schedule. An extended contract is defined as: a contract which extends the regular school year or the regular school day and requires a teacher employee to perform essentially the same activities as their regular assignment or is a necessary extension of time to comply with federal programs to obtain reimbursement for the programs.
   c. Teachers who receive extended contracts shall be compensated at their daily rate of pay for each day beyond the regular teaching contract.

ARTICLE III

FRINGE BENEFITS

1. Health Insurance

   a. For the 2026-2027 school year, teachers may elect to pay the following premium amounts toward the cost of the group hospitalization, surgical and medical insurance program. The Corporation will pay the amounts described in the chart below. Each employee shall have the option of choosing one of the health insurance plans from the chart listed below.

	Cigna (Employee)	Cigna (Employer)	3 Rivers (Employee)	3 Rivers (Employer)
Employee Only	$1,471.29 (FT)	$10,051.38 (FT)	$1,261.05 (FT)	$8,711.92 (FT)
Employee + Child	$4,404.40 (FT)	$14,570.73 (FT)	$4,144.36 (FT)	$13,710.46 (FT)
Employee + Spouse	$4,976.48 (FT)	$16,463.33 (FT)	$4,682.67 (FT)	$15,491.32 (FT)
Employee + Family	$6,611.77 (FT)	$21,866.40 (FT)	$5,644.73 (FT)	$18,897.69 (FT)

   Information Only: As a general guideline, the corporation will cover 70% of the increase, while teachers will be responsible for the remaining 30%. This percentage will serve as a benchmark, but is not fixed.

   b. Teacher contribution deductions shall, after receiving proper authorization ten (10) days prior to the first day of school, commence with the first paycheck and continue through the first twenty (20) pays of the regular school year.
   c. Spouses both employed by the corporation, newly married and/or employed before August 1, 2005, will receive the contribution for the cost of two (2) single plans. If one family plan is chosen, one of the employees will pay the employee only portion for a single plan.
   d. Spouses both employed by the corporation, newly married and/or employed after August 1, 2005, will receive the contribution for the cost of two (2) single plans. Contribution may be applied toward the cost of a family plan, not to exceed the actual cost of the family insurance rate.

2. Dental Insurance

   a. The Corporation shall provide a group dental insurance plan and pay all but one dollar ($1.00) of the premium.

3. Vision Insurance

   a. The Corporation shall provide a group vision insurance plan and pay all but one dollar

($1.00) of the premium.

4. Term Life

    a. The Corporation will pay the cost less one dollar ($1.00) for a term life insurance policy for each teacher who provides a minimum death benefit of fifty thousand dollars ($50,000), double for accidental death.

5. Long Term Disability

    a. The Corporation will pay the cost, less one dollar ($1.00) for a long term disability policy for each teacher with a 90 day waiting period and benefits of 66 2/3% of salary less any other benefits that the teacher might be eligible to draw, excluding the Teacher Retirement Fund (TRF).

6. On Job Damage Reimbursement

    a. In the case of accidental or intentional damage to a teacher's personal property as the result of an act by a student or employee, the corporation, upon receiving evidence of such damage, agrees to compensate the teacher for replacement of damaged item(s) to a maximum of five hundred dollars ($500), if not covered by personal insurance. If the teacher's personal insurance does cover the damaged item(s), the school corporation will reimburse the teacher's deductible on their personal insurance.

7. Indiana State Teacher Retirement

    a. The employer shall pay the 3% teacher contribution amount to the Indiana State Teacher Retirement Fund.

8. Section 125

    a. The benefits provided to teachers by Section 125 of the Revenue Act of 1978 shall be made available to any teacher requesting. An amount not to exceed the maximum allowed by the IRS and the Section 125 Plan Administrator may be set aside by the employee for selection of benefits, under Section 125 of the Internal Revenue code, which are non-taxable benefits of major medical, long term disability, short term disability, non-reimbursed medical, and dependent care. The carrier shall be chosen after discussion with the Association. The Board shall pay all administration fees.

9. 403(b) Contribution

    a. New teachers hired during the 2026-2027 school years shall receive a lump sum allowance of two thousand dollars ($2,000.00) to be placed in a 403(b) account owned solely by the teacher in June of the teacher's first year of service upon completion of the school year.
    b. Teachers, in their second year of employment in the Corporation, may receive a matching contribution by the Corporation if the teacher makes a contribution of up to two thousand dollars ($2,000.00) to their 403B by May 31 of the teacher's second year of employment. The corporation will provide a lump sum allowance of this matching amount up to two thousand dollars ($2,000.00) in June of the teacher's second year of service upon completion of the school year.

ARTICLE IV

LEAVES

1. Illness Leave

   a. Each certified employee who is absent because of personal or family illness will be allowed twelve (12) days of illness leave each year of service, cumulative without limit.
   b. In the event the employer believes abuse of illness absence by a teacher exists, the employer may put the teacher on notice in the event of further use of illness absence by the teacher, the employer may require the teacher to verify such illness or disability by a written statement signed by a licensed practicing provider which in the case of personal or family illness, affirms the teacher is unable to fulfill his or her normal assigned duties because of such illness or disability.
   c. New teachers employed by WCSC who have accumulated days in another Indiana public school corporation or another out-of-state public school corporation may carry forward credit for up to three illness days per year beginning in their second year of employment at WCSC.
   d. An employee whose pay is interrupted because of injury or occupational disease is eligible to receive compensation according to the benefits provided by the Workman's Compensation Insurance Law of the State of Indiana. If an employee's pay is not interrupted due to the injury or occupational disease, compensation insurance payments should be receipted into the Education Fund of the Wawasee Community School Corporation, or a proportionate amount deducted from the teacher's pay.
   e. It is understood that illness leave shall be applicable to absences from work on account of illness, physical or mental disability, quarantine, or medical, dental or other appointments related to health, or when advised to be absent by the teacher's state licensed doctor, including M.D.'s, dentists, optometrists, etc.
   f. Family Medical Leave Act time may be served concurrently with illness leave.

2. Bereavement Leave

   a. Each teacher shall be entitled to be absent from work because of death in the immediate family for 5 school days within 15 days following each death without loss of compensation. One of the days may be used at the teacher's discretion within 60 days following the death. Immediate family shall be deemed to mean the following: teacher's spouse, children, siblings, parents, parents-in-law, brother- or sister-in-law, son- or daughter-in-law, stepparents, stepchildren, or any other person who at the time of death is living as a member of the household of the teacher, any person for whom the teacher is the legal guardian, or for whom the teacher is exercising rights authorized pursuant to a Power of Attorney.
   b. Each teacher shall be entitled to be absent from work because of death in the near-immediate family for a period extending not more than 3 school days beginning on the day following such death without loss of compensation. Near-immediate family, for the purposes of this paragraph, includes the following: grandparent, spouse's grandparent, grandchild.
   c. In case of death of an uncle, aunt, first cousin, niece, or nephew of the teacher or of the teacher's spouse, the teacher is entitled to be absent on the day of the funeral without loss of compensation.
   d. Teachers asked to serve as pallbearers will be excused without loss of compensation for

such duty, not to exceed one day's absence.

e. Two additional calendar days may be granted for bereavement specified in paragraph a, b, c, and d of this section if the teacher must travel in excess of 200 miles, one way, to the home of the deceased.
f. Additional days may be granted for bereavement with written Superintendent approval.

3. Personal Leave

   a. Teachers shall be granted 4 days of personal leave each year, cumulative to a total of 7. Personal leave days shall be pursuant to the following conditions:
      i. The teacher shall submit notification of his/her intended absence at least 24 hours in advance, except in the case of an emergency.
      ii. If a teacher misses one parent-teacher conference, a teacher shall be charged one personal day.
      iii. The applicant may state the reason for taking personal leave on the Absence Report form as "Personal Business".
      iv. Consecutive personal days in excess of five contracted days must receive approval from the superintendent (or designee) at least 14 days prior to the absence.
      v. Within the school calendar year, the use of personal days one day immediately prior to or one day subsequent to Fall Break, Christmas Break and/or Spring Break will be charged as two personal days.
      vi. Unnaccumulated/unused personal leave days at the end of the school year will be added to accumulated illness leave.

4. Jury Duty or Witness

   a. A teacher called for jury duty or as a witness for a school-related matter as determined by the Superintendent shall be paid his/her regular pay and will pay to the corporation his/her jury duty and/or witness earnings minus the expenses.

5. Election Days

   a. Personnel who serve on the Election Board shall be paid the difference between their salary (per day) and the amount they receive for services rendered on the Election Day.

6. Consultant Services

   a. Personnel who are permitted, after submitting a written request to the Superintendent through the Principal, to serve as a consultant to other corporations shall do so without charge to the corporation being served if the services are performed on a school day. Actual out-of-pocket expenses for travel, meals, and lodging may be accepted from the other school corporation and these shall not be charged to the Wawasee Community School Corporation.

7. Maternity/Paternity/Adoptive Leave

   a. Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent at least thirty (30) days before the

date on which she desires to start her leave. She shall also 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. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave immediately upon her request and certification of the emergency from an attending physician.

b. Ten (10) days of maternity leave with pay will be allotted after the birth of the child. Following the 10 maternity leave days, all or part of any remaining leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available illness days. The teacher is not entitled to take accumulated illness leave days or illness leave bank days when the teacher's physician certifies that the teacher is capable of performing regular teaching duties. The teacher shall be entitled to complete the remaining period of the leave without pay.
c. Five (5) days of paternity leave with pay will be allotted after the birth of a child.
d. Family and Medical Leave Act may be served concurrently with maternity/adoptive leave.
e. When the child is adopted by a teacher, the teacher shall be granted five days of adoptive leave with pay.
f. Five (5) days of leave with pay will be allotted after foster or emergency guardianship placement.
g. A year of service is defined as being employed as a teacher for more than 120 days.

8. Worker's Compensation

a. A teacher who is absent from work because of an injury received on the job shall receive regular pay from that teacher's accumulated illness leave the first five days (chargeable against illness leave), After the first five days, the teacher will be paid by the School Corporation the difference between Workman's Compensation benefits and the teacher's regular pay until the teacher's illness leave is exhausted.
b. Sick leave will be charged only for the portion of the pay paid by the school corporation divided by the teacher's daily rate.

9. FMLA Leave

a. The benefits provided in the Family and Medical Leave Act (FMLA) shall, at the teacher's discretion, be in addition to those listed in this agreement. The year in which leave may be taken for purposes of FMLA shall consist of the twelve-month period measured forward from the date the teacher's leave began and benefits may be continued at the teacher's expense. The employee shall continue to accrue seniority for any time spent on approved leave.

ARTICLE V

EMERGENCY ILLNESS LEAVE BANK

The purpose of the bank is to assist teachers in financial problems caused by prolonged absence from work due to illness or injury.

ELIGIBILITY FOR BANK USE:

1. Must be an active participant in the bank.

2. Must have depleted all accumulated illness leave days.

3. A teacher is eligible for illness leave bank days if the teacher would be otherwise entitled to use personal illness days. If the days would fall under the family illness category or a special circumstance and qualify under a FMLA-approved absence, a teacher is eligible to request up to 15 leave bank days per year total in this category.

4. A participant may receive illness leave bank days necessary to bridge the period between exhaustion of accumulated illness leave and eligibility for long-term disability benefits.

5. The bank days shall take effect immediately following the exhaustion of the teacher's personal illness leave, provided the above conditions have been met.

6. Illness leave days granted from the Emergency Illness Leave Bank shall not be subject to repayment by the recipient.

STRUCTURE:

1. The employee shall donate two (2) full days during their first year at the Wawasee Community School Corporation.

2. At no time shall the emergency illness bank exceed two thousand (2,000) days. If the bank drops below 250 days, the members of the bank may be allowed to donate up to 2 days per person from their accumulated leave if their accumulated leave exceeds 90 days.

3. Application shall be made to an illness leave bank committee composed of two (2) members appointed by the president of the Association and two (2) members appointed by the Superintendent.

4. The chairperson will be the Association president who will vote only in case of a tie.

PROCEDURE:

1. The participating member of the bank or a member of his/her family or personal representative shall submit an application to the superintendent, accompanied by a physician's certificate stating the nature and estimated length of disability. The prognosis of the person's condition is to be submitted to the superintendent for information and action. See Certified Staff Handbook.

2. The illness leave bank committee will act upon each application and shall inform the applicant, or a member of the family, of the decision. The illness leave bank committee shall report a written decision to the Superintendent.

ARTICLE VI

GRIEVANCE PROCEDURE

Good morale is maintained, as problems arise, by sincere efforts of all persons concerned to work toward constructive solutions in an atmosphere of courtesy and cooperation. The purpose in this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may, from time to time, arise. Both parties agree that proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Grievant –

(a) Any member of the bargaining unit who believes that a violation of the agreement has been committed against him; or

(b) The Association president when he believes the Association's right, as defined in this agreement, has been violated.

Grievance –

(a) an alleged violation, misinterpretation, or misapplication of a specific article or section of this agreement, Board policy, or state or federal statute. For alleged violations, misinterpretations, or misapplication of Board policy or state or federal statute, steps I, II and III shall be used as a guide for conflict resolution. Nothing contained herein shall deny to any employee rights under state or federal constitutions and laws.

Binding arbitration is limited to CBA related grievances arising from the scope of bargaining.

PROCEDURE:

Informal

Within ten (10) business days after the grievant knows of, or reasonably should have known of, the grievance, the grievant shall discuss the grievance with the Administrator during lunch break or after school hours. In the absence of the Administrator, or his administrative designee, the grievant may notify the Administrator's secretary of his desire for an appointment. Within six (6) business days after presentation of the grievance, the Administrator shall give his answer orally to the employee.

Formal

Step 1: If the grievance is not resolved informally, the grievant may submit to the Administrator a completed "Grievance Report Form I" provided by the Board. This form must be submitted within ten (10) business days following receipt of the oral answer. (Appendix A) The form shall include:

a) Name of grievant
b) Date the alleged grievance occurred
c) A statement of the facts giving rise to the grievance
d) Identify the specific provision of the agreement alleged to be violated
e) State the contention of the employee with respect to the grievance

f) Indicate the specific relief requested.

Within five (5) business days after receipt of the written grievance, the Administrator shall give the grievant an answer in writing. If further investigation is needed, additional time may be allowed beyond the five days by mutual agreement between the Administrator and the grievant. Written verification of the mutual agreement extending the time limits shall be prepared by the Administrator and signed by the grievant and the Administrator (Appendix B). A copy of the grievance and the Administrator's reply shall be sent to the grievant, the Building Representative, Association President, and the Superintendent or his designee.

Step II: If the grievance is not resolved in Step I, the grievant may, within five (5) business days of receipt of the Administrator's answer, complete Grievance Report Form II, and submit it to the office of the Superintendent (Appendix C). The Superintendent or his designee shall within five (5) business days of the receipt of the Grievance Report Form II, meet with the Grievant and the Administrator to determine the facts of the alleged grievance. A written reply of the disposition of the meeting and the grievance shall be completed within five (5) business days after the meeting. A copy of the reply shall be sent to the grievant, Building Representative, Association President, the Administrator, the Superintendent, and the President of the Board of School Trustees.

Step III: If the grievance is not resolved in Step II, the grievant may, within five (5) business days of receiving the reply from the Superintendent or his administrative designee, appeal to the Board by completing the Grievance Report Form III and submitting it to the office the Superintendent and one copy to the Association President (Appendix D). The Superintendent or his administrative designee and the Association President or his Association designee shall meet within two (2) business days after receipt of the form to set a date for the hearing. The hearing must be scheduled within ten (10) business days after their meeting and should occur within fifteen (15) business days. The meeting shall be
in executive session. The Board hearing shall be moderated by the Superintendent, who has no voting power. Those permitted to be present are as follows:

> The Superintendent of Schools, the Director of Finance, an Administrative Representative, the Board of School Trustees, a Board Representative, the Association President and Vice President, an Association Representative, the grievant involved, and the Administrator involved. The grievant may present any facts, oral and/or written, to the Board.

The Administrator may present any facts, oral and/or written, to the Board.
After review of the facts, the Board will vote by ballot on the disposition of the grievance. A written copy of that decision shall be given to the grievant and the WCEA President.

Step IV: If the grievance is not resolved in Step III, the grievance may be submitted within five (5) business days of receiving the reply from the Board of School Trustees, to binding arbitration before an impartial arbitrator selected through the American Arbitration Association. The selection of the arbitrator and the rules which govern the arbitration proceedings shall be in accordance with the rules of the American Arbitration Association.
The Board and the Association shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party. Both parties agree to be bound by the award of the arbitrator. The fees and expenses of the arbitrator shall

be shared by the Board and the Association.

All documents, communications, and records dealing with the processing of a grievance shall be filed in a file separate from the personnel files of the participants, and such grievance records shall not be used for employment reference
purposes.

If in the judgment of the Association, a grievance affects a group of ten (10) or more employees with said employees to be identified by specific group affected by the alleged violation, the Association may submit such grievance in writing on Grievance Report Form II directly to the office of the Superintendent within five (5) business days after the Association President knows of or should have known of the grievance. The processing of such grievances shall commence at Step II of the formal grievance procedure and be processed accordingly except that the Association President or his designee and an administrator who has been made aware of the grievance, shall meet with the Superintendent or his designee to resolve the grievance. Any grievance not advanced from one step to the next by the grievant within the time limits shall be deemed resolved by the answer at the previous step. If the Administrators fail to respond within the time limits, the grievance automatically moves to the next step.

Regardless of the outcome, no reprisals shall be taken against a teacher(s) as a result of the filing of a grievance.

Upon written request to the Association by the grievant, a copy of which shall be submitted to the Administrator, an Association Representative may accompany the grievant at any of the formal steps listed in the procedure (Appendix E).

The number of days indicated at each level should be as a maximum and every effort should be made to expedite the process. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, all parties involved may use their best efforts to process such grievance by the end of the school term or as soon thereafter as possible.

Any grievance being processed at the date of termination of this agreement shall be continued through the grievance procedure until resolution.

Starting at Step III, a teacher engaged during the school day in the investigation, preparation, or presentation of a grievance, or who is a witness for the same, shall be released from regular duties for a maximum of two days without loss of pay or other benefits.

APPENDIX A

Copy To: Grievant
Principal
Building Representative
Association President
Superintendent

GRIEVANCE REPORT FORM I

Grievance No._____ Date _____

A. Grievant _____

Building _____

B. Date of Alleged Grievance _____

C. Facts giving rise to the Grievance:

D. Specific provision of agreement alleged to be violated:

E. Contention of employee:

F. Settlement desired:

Signed_____ Signed _____
Grievant Building Representative

Principal's Reply:

Date _____ Signed _____

Note: Refer to Step I of Article VI, Grievance Procedure

APPENDIX B

_____

Date

It is hereby agreed that the time limits indicated in Step I of the Grievance Procedure are extended to _____

The principal shall provide his written reply to the grievant on that date.

_____ _____

Grievant Principal

APPENDIX C

Copy To: Grievant
Principal
Building Representative
Association President
Superintendent

GRIEVANCE REPORT FORM II
(Copy of Grievance Report Form I attached)

A. Position of Grievant:

B. Date received by Superintendent's office _____

C. Date of meeting with Grievant and Principal _____

D. Disposition of Step II:

_____ _____
Signature of Superintendent Signature of Association President

Note: Refer to Step II of Article VI, Grievance Procedure.

APPENDIX D

Copy To: Grievant
Principal
Building Representative
Association President
Superintendent

GRIEVANCE REPORT FORM III
(Copy of Grievance Report Forms I and II attached)

Date _____

A. Position of Grievant:

B. Date received by Superintendent _____

C. Date of meeting of Superintendent and Association President

_____

D. Date set for Formal Hearing _____

E. Disposition of Step III:

_____ _____
Signature of Superintendent Signature of Association President

APPENDIX E

_____

Date

I hereby request that a representative of the Association accompany me through the formal steps of the grievance procedure.

_____

Grievant

(Copy to be submitted to the Principal along with the submission of Grievance Report Form I.)

APPENDIX F
2026-2027 SALARY SCHEDULE

Row	Bachelors	Bachelors + Early Literacy	Row	Masters	Masters + Early Literacy
0	$45,000.00	$45,200.00	0	$48,000.00	$48,200.00
1	$45,500.00	$45,700.00	1	$48,500.00	$48,700.00
2	$46,000.00	$46,200.00	2	$49,000.00	$49,200.00
3	$46,500.00	$46,700.00	3	$49,500.00	$49,700.00
4	$47,000.00	$47,200.00	4	$50,000.00	$50,200.00
5	$48,500.00	$48,700.00	5	$51,500.00	$51,700.00
6	$50,000.00	$50,200.00	6	$53,000.00	$53,200.00
7	$51,500.00	$51,700.00	7	$54,500.00	$54,700.00
8	$53,000.00	$53,200.00	8	$56,000.00	$56,200.00
9	$54,500.00	$54,700.00	9	$57,500.00	$57,700.00
10	$56,000.00	$56,200.00	10	$59,000.00	$59,200.00
11	$57,500.00	$57,700.00	11	$60,500.00	$60,700.00
12	$59,000.00	$59,200.00	12	$62,000.00	$62,200.00
13	$60,500.00	$60,700.00	13	$63,500.00	$63,700.00
14+	$62,000.00	$62,200.00	14	$65,000.00	$65,200.00
			15	$66,500.00	$66,700.00
			16	$68,000.00	$68,200.00
			17	$69,500.00	$69,700.00
			18	$71,000.00	$71,200.00
			19	$72,500.00	$72,700.00
			20	$74,000.00	$74,200.00
			21	$75,500.00	$75,700.00
			22+	$77,000.00	$77,200.00

APPENDIX G

2026-2027 New Hire SCHEDULE

Row	Bachelors	Bachelors + Early Literacy	Row	Masters	Masters + Early Literacy
0	$45,000.00	$45,200.00	0	$48,000.00	$48,200.00
1	$45,500.00	$45,700.00	1	$48,500.00	$48,700.00
2	$46,000.00	$46,200.00	2	$49,000.00	$49,200.00
3	$46,500.00	$46,700.00	3	$49,500.00	$49,700.00
4	$47,000.00	$47,200.00	4	$50,000.00	$50,200.00
5	$48,500.00	$48,700.00	5	$51,500.00	$51,700.00
6	$50,000.00	$50,200.00	6	$53,000.00	$53,200.00
7	$51,500.00	$51,700.00	7	$54,500.00	$54,700.00
8	$53,000.00	$53,200.00	8	$56,000.00	$56,200.00
9	$54,500.00	$54,700.00	9	$57,500.00	$57,700.00
10	$56,000.00	$56,200.00	10	$59,000.00	$59,200.00
11	$57,500.00	$57,700.00	11	$60,500.00	$60,700.00
12	$59,000.00	$59,200.00	12	$62,000.00	$62,200.00
13	$60,500.00	$60,700.00	13	$63,500.00	$63,700.00
14+	$62,000.00	$62,200.00	14+	$65,000.00	$65,200.00

At the discretion of the Superintendent, an additional stipend equal to up to $5,000 can be added during a new teacher's first year at WCSC in order to meet the academic needs of the school corporation. This stipend will not be added to the base salary.

APPENDIX H
EXTRA CURRICULAR 2026-2027

(The number of positions were inserted exclusively for reference purposes and were not bargained.)

SPORT/CLUB/ACTIVITY	# IN CORP	BASE
GROUP I		
Varsity Basketball Head (Boys)	1	$10,042
Varsity Basketball Head (Girls)	1	$10,042
Varsity Football Head	1	$10,042
Agriculture Program Coordinator	1	$10,042
GROUP II		
Varsity Basketball Asst. (Boys)	2	$4,418
Varsity Basketball Asst. (Girls)	2	$4,418
Varsity Football Asst.	3	$4,418
Varsity Wrestling Head	1	$4,418
Marching Band Director	1	$4,418
Agriculture Asst. Program Coordinator	1	$4,418
Varsity Baseball Head	1	$4,418
Varsity Softball Head	1	$4,418
Student Services Coordinators	3	$4,418
Radio / TV	1	$4,418
Varsity Swimming (Boys)	1	$4,418
Varsity Swimming (Girls)	1	$4,418
Varsity Track (Boys)	1	$4,418
Varsity Track (Girls)	1	$4,418
Varsity Soccer Head (Boys)	1	$4,418
Varsity Soccer Head (Girls)	1	$4,418
Varsity Volleyball Head	1	$4,418
Varsity Cheerleading (Fall)	1	$4,418
Varsity Cheerleading (Winter)	1	$4,418
Varsity Cross Country Head (Boys)	1	$4,418
Varsity Cross Country Head (Girls)	1	$4,418
Varsity Golf (Boys)	1	$4,418
Varsity Golf (Girls)	1	$4,418
Varsity Tennis Head (Boys)	1	$4,418
Varsity Tennis Head (Girls)	1	$4,418
GROUP III		
District Technology Coach	1	$3,483
WHS Assistant Athletic Director (By Season)	3	$3,483
GROUP IV		
Wrestling Asst.	1	$2,990
Freshman Basketball (Boys)	1	$2,990
Freshman Basketball (Girls)	1	$2,990
Freshman Football Asst.	2	$2,990
Varsity Baseball Asst.	2	$2,990

Freshman Football	1	$2,990
Swimming Assistant	3	$2,990
Pep Band Director (WHS)	1	$2,990
WHS Marching Band Assistant Director	1	$2,990
WHS Musical Director	1	$2,990
Unified Football Head	1	$2,990
Unified Track Head	1	$2,990

GROUP V

Choral Director	1	$2,256
Band Director	1	$2,256
Show Choir Director	1	$2,256
WHS Marching Band Percussion Instructor	1	$2,256
Color Guard Director	1	$2,256
Varsity Cheerleading Assistant (Fall)	1	$2,256
Varsity Cheerleading Assistant (Winter)	1	$2,256
Football, 8th Grade	1	$2,256
Football, 7th Grade	1	$2,256
Volleyball Assistant	1	$2,256
Varsity Soccer Asst. (Boys)	1	$2,256
Varsity Soccer Asst. (Girls)	1	$2,256
Wrestling Assistant #2	1	$2,256
Varsity Softball Assistant	1	$2,256
Softball Coach Assistant	1	$2,256
Varsity Football Assistant	2	$2,256
WHS Weight Room Supervisor	4	$2,256
The Center Director	1	$2,256
Robotics Club (WHS)	1	$2,256
Freshman Cheerleading (Fall)	1	$2,256
Freshman Cheerleading (Winter)	1	$2,256
Athletics Event Supervision	3	$2,256
WHS Play Director	1	$2,256

GROUP VI

Football Assistant, 8th Grade	2	$1,981
Football Assistant, 7th Grade	3	$1,981
Basketball, 8th Grade (Boys)	2	$1,981
Basketball, 8th Grade (Girls)	2	$1,981
Basketball, 7th Grade (Boys)	2	$1,981
Basketball, 7th Grade (Girls)	2	$1,981
Middle School Cheerleading	2	$1,981
Concessions Supervisor (WHS)	2	$1,981
Tennis Assistant (Girls)	1	$1,981
Tennis Assistant (Boys)	1	$1,981
Freshman Volleyball	1	$1,981
Pool Director	1	$1,981
WHS Marching Band Assistant	1	$1,981
Freshman Baseball	1	$1,981
Cross Country Asst. (Boys)	1	$1,981
Cross Country Asst. (Girls)	1	$1,981
Track Asst. (Boys)	4	$1,981

Track Asst. (Girls)	4	$1,981
Musical Director Assistant	2	$1,981
Musical Technical Assistant	1	$1,981
Play Director Assistant	1	$1,981
Play Technical Assistant	1	$1,981
Unified Football Assistant	1	$1,981
Unified Track Assistant	1	$1,981

GROUP VII

Guidance Director (WHS)	1	$1,445
Yearbook Sponsor (WHS)	1	$1,445
Newspaper Sponsor (WHS)	1	$1,445
Success Coaches (Middle School)	2	$1,445
Head Wrestling, Middle School	1	$1,445
Track 7th & 8th (Boys)	1	$1,445
Track 7th & 8th (Girls)	1	$1,445
Volleyball 6th, 7th & 8th	6	$1,445
Cross Country, Middle School	2	$1,445
Soccer, Middle School (Boys)	1	$1,445
Soccer, Middle School (Girls)	1	$1,445
Swimming, Middle School (Boys)	1	$1,445
Swimming, Middle School (Girls)	1	$1,445
Band & Choir (Middle School)	2	$1,445
Basketball, 6th (Boys)	2	$1,445
Basketball, 6th (Girls)	2	$1,445
Key Club	1	$1,445
Middle School Golf (Boys)	1	$1,445
Middle School Golf (GIrls)	1	$1,445
Elder's Council (WMS)	5	$1,445
Concessions (Middle School)	1	$1,445
WHS Super Bowl Coordinator	1	$1,445
Super Mileage (WHS)	1	$1,445
Student Council Chair (WHS)	1	$1,445
Choral Director Assistant (WHS)	1	$1,445
JV Softball Assistant (WHS)	1	$1,445
Instructional Leadership Team	32	$1,445
Int'l Thespian Society / Drama Club	1	$1,445
Building Technology Coach	5	$1,445
Play Directors (Middle School)	1	$1,445

GROUP VIII

Assistant Wrestling, Middle School	3	$703
Art Activities (WHS)	1	$703
F.H.A.	1	$703
D.E.C.A.	2	$703
Student Council (WHS)	2	$703
Track Asst, Middle School (Boys)	2	$703
Track Asst., Middle School (Girls)	2	$703
Soccer Asst., Middle School (Boys)	1	$703
Soccer Asst., Middle School (Girls)	1	$703
Digital Media (Middle School)	1	$703

Yearbook (Middle School)	2	$703
Class Sponsors (WHS)	8	$703
Super Bowl Coach, WHS	5	$703
Robotics Asst. Coach (WHS)	1	$703
Robotics Club, Middle School (2 WMS)	2	$703
Play Director Assistant (Middle School)	1	$703
PBIS Chair	5	$703
Chorus (Elementary)	3	$703
National Honor Society	1	$703
National Junior Honor Society	2	$703
Basketball-Grade 4 (Boys)	3	$703
Basketball-Grade 4 (Girls)	3	$703
Basketball-Grade 5 (Boys)	3	$703
Basketball-Grade 5 (Girls)	3	$703
Student Council (Middle School)	1	$703
Elementary Robotics Coach	1	$703
Art Activities (Elementary)	3	$703
Art Activities (Middle School)	1	$703
Cross Country Club (Elementary)	3	$703
eSports Coach (WHS)	2	$703
Dept. Coordinator (WHS)	12	$703
Theater Set Design Fall (WHS)	1	$703
Theater Set Design Spring (WHS)	1	$703
Other Approved Clubs/Positions-MES	5	$703
Other Approved Clubs/Positions-NWES	6	$703
Other Approved Clubs/Positions-SES	6	$703
Other Approved Clubs/Positions-WMS	7	$703
Other Approved Clubs/Positions-WHS	6	$703

Corporation Extended Programs

Extra Duty: $15.00 per hour

A. Any extra duty assignment not listed in this appendix which is created during the period of this contract will be paid at the extended program hourly rate, with the maximum number of hours allowable for the assignment being subject to prior approval of the Board or its designee.

B. Extra pay for academic program development for the Wawasee Community School Corporation shall be paid at the rate of $32.00 per hour. Extra pay for teaching non-credit courses shall be paid at the rate of $40.00 per hour. All programs/courses shall be subject to prior approval of the Board or its designee.

ARTICLE VII

Terms of Contract

1. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to the law, then such provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue to full force and effect.

2. This Agreement supersedes any and all agreements heretofore entered into by and between the parties and incorporates the entire agreement of the parties on all issues which were the subject of bargaining. During the term of this Agreement neither party shall be required to bargain with respect to any such matter whether or not covered by this Agreement.

3. The undersigned attest to the following:

    a. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 8, 2026 and electronic participation from the parties and/or public was not permitted; and
    b. A public meeting in compliance with I.C. § 20-29-6-19 was held on November 5, 2026 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

4. The provisions of this Agreement shall be effective as of July 1, 2026, and shall remain in full force and effect through June 30, 2027.

This Agreement was ratified by both parties on November 10, 2026.

WAWASEE COMMUNITY EDUCATORS ASSOCIATION

Sarah Wegener
President

Chief Negotiator

11/10/26
Date

WAWASEE COMMUNITY SCHOOL CORP. BOARD OF SCHOOL TRUSTEES

Board President

Superintendent

11/10/26
Date