2026 CBA COMPLIANCE CHECKLIST

Item	✓	Page No.[1]
School employer and exclusive representative identified	√	3
Bargaining unit description matches the IEERB Order in effect at time of ratification	√	3
Beginning and ending date of CBA (must end on or before June 30, 2027)	√	3
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)	√	22
Signed by School Board President, Secretary, or Vice President and Exclusive Representative	√	22
General definitions (definitions that apply to the whole CBA)	√	3
Grievance procedure (if arbitration used, must indicate if advisory or binding)		N/A
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		N/A
Salary for new teachers (amount, schedule, or method of calculation)	√	4-5
Wages/compensation for ancillary duties	√	7
Wages/compensation for extracurricular duties	√	21,25-26
Compensation for extended contracts		N/A
Public hearing and public meeting attestations (include electronic participation information)	√	22
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)	√	4
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000	√	4
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors	√	4
Based on at least two of the five statutory factors (must use academic needs factor)	√	4-5
Definitions of factors (e.g., experience, academic needs, instructional leadership)	√	4-5
How much each factor contributes to increase (by points, percentage, amount, etc.)	√	4-5,23-24
Amount of increase (flat amount, % amount) or method for calculating amount	√	4-5,23-24
Differentiated base salary increase for literacy endorsement	√	4
Academic needs is at least 10% of maximum possible salary increase calculation	√	4-5,23-24
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation	√	4-5

[1] IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).

If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		23-Appendix A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		N/A

Reminders:

1. Make sure all salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to Indiana Gateway by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

PROFESSIONAL NEGOTIATIONS AGREEMENT BETWEEN THE WHITING TEACHER'S ASSOCIATION AND THE BOARD OF TRUSTEES OF THE SCHOOL CITY OF WHITING

2026-2027

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PROFESSIONAL NEGOTIATIONS AGREEMENT THE WHITING TEACHERS ASSOCIATION AND THE BOARD OF SCHOOL TRUSTEES FOR THE SCHOOL CITY OF WHITING
JULY 1, 2026- JUNE 30, 2027

This Agreement is made and entered into between the Board of School Trustees for the School City of Whiting (Hereinafter referred to as the "Board") and the Whiting Teachers' Association (Hereinafter referred to as the "Association"), an affiliate of the American Federation of Teachers, and the A.F.T. Indiana.

WHEREAS, The Board and the Association recognize and declare that providing quality education for the children of the School City of Whiting is their mutual aim, and;

WHEREAS, The Board and/or its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations in accordance with provisions I.C. 20-29-6 *et. seq.*

PREAMBLE

The Board of School Trustees for the School City of Whiting and the Whiting Teachers' Association agree as follows:

ARTICLE I

RECOGNITION

1.1 The Board recognizes the Whiting Teachers' Association, an affiliate of the A.F.T Indiana and American Federation of Teachers (A.F.T.), as the exclusive representative of all teachers in the school corporation for the duration of this contract.

1.2 The term "teacher" when used in the agreement shall refer to all certified personnel employed by the Board except the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Directors, Attendance Officer, Deans, Athletic Director and Coordinators.

1.3 The term Board and Association shall include authorized officers and representatives.

ARTICLE II

EMPLOYEE COMPENSATION

2.1 Salary Range

The base salary for new teachers employed full-time (100%) during the 2026/2027 school year will be $48,000. No full-time classroom teacher (instructs students at least 50% of the workday) is earning less than forty-five thousand dollars ($45,000) in compliance with I.C. 20-28-9-26.

The School City of Whiting returning teachers' salary range for the 2026/2027 school year is $48,000 - $82,921.46 prior to any compensation increases for the current year. This does not include TRF contributions. All salary increases to this range will be based on eligibility factors in the compensation guidelines.

2.2 Base Salary Increases

General Eligibility

Under the 2026-2027 compensation plan, teachers are eligible for a base salary increase if they meet the following requirements:

a. received an evaluation of "Highly Effective" or "Effective" on their most recent 2025-2026 annual evaluation; and
b. were employed with the School City of Whiting for at least 120 days or on board approved leave during the 2025-2026 school year.

Literacy Endorsement Base Salary Differentiation

Prior to receipt of increases described below, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $300 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

The base salary increase for the 2026-2027 school year will be based on the following factors and definitions:

c. Evaluation: Evaluation will be defined by the rating—the teacher received a highly effective or effective evaluation rating for the prior year.

d. Academic Needs: The need to retain the eligible teachers identified in Appendix A.

2.3 Distribution amount

A. Distribution amount to be added to a teacher's current base salary under the 2026-2027 compensation plan as described and identified in Appendix A on page 22.

B. Evaluations—base raise for the 2025-26 evaluation effectiveness rating.

2.4 Additional Provisions

The salary range for teachers hired at the beginning of the 2026-2027 school year is $48,000-$82,921.46. The superintendent has the discretion to set the new hire salary within this range, but the salary cannot exceed the salary of a veteran teacher with similar experience and education credentials

In order to meet the academic needs of students, a performance pay stipend of up to $5,000 may be given to a teacher hired from outside of the school district. This stipend will be awarded for unique experience, expertise, or licensing area. The administration has the authority to give this performance pay stipend in unique circumstances and will notify the exclusive representative of the W.TA. when this occurs.

2.5 Additional Stipends

All eligible teachers who were employed with the School City of Whiting for at least 120 days or on board approved leave during the 2025-2026 school year will receive a one-time stipend based on the difference of the amount received for academic needs and four thousand dollars.

Based on the availability of federal and state grant funds, teachers may receive stipends for educational leadership positions as determined by the superintendent during the 2026-2027 school year. The one-time stipend will be paid at the end of the current school year.

One-time stipend for AP/Dual credit, Crossover, ELL, and Special ed The stipend shall be payable at the end of the school year, by June 30th, 2027, for those teachers completing the school year. Teachers are limited to (l) qualifying category.

a. Dual Credit, Advanced Placement, and other approved college-level course teachers (see chart)
b. Licensed and certified English language (EL) teachers (see chart below)
c. Licensed and certified special education teachers and licensed school service professionals who provide special education-related services to students with disabilities (see chart below)
d. Crossover teachers—Certified teachers whose regular teaching assignments require them to provide instruction across multiple school levels (elementary, middle, and/or high school) and coursework to students below the high school level (see chart below)

AP/DUAL Credit

Credits	Stipend Amount
1-2	2,000
3	2,750
4	$3,500
5	$4,250
6	$5,000

Cross-Over Scale

Credits	Stipend Amount
1-2	$1,800
3-4	2,550
5+	3,300

ELL/Special Ed.

English language teachers	$3,500
Special Education/Related Services	$3,500

ARTICLE III

EMPLOYEE FRINGE BENEFITS

3.1 The amount of forty dollars ($40.00) per hour will be paid to teachers participating in curriculum development outside of their contractual days, provided that the Board of School Trustees grants prior approval for such curriculum development.

3.2 The amount of forty dollars ($40.00) per hour up to a maximum of ~~$150.00~~ 160 per day will be paid to teachers participating in professional development outside of their contractual days, provided that the Board of School Trustees grants prior approval for such professional development.

3.3 The amount of forty-five dollars ($45.00) will be paid to teachers assigned the ancillary duty of covering a class period during the instructional day for another teacher.

3.4 Health Insurance Coverage for teachers, who are unable to work due to sickness or injury and who are enrolled and in good standing in the School City of Whiting's health insurance plan, shall not terminate until 12 months after the exhaustion of all of the teacher's sick and personal leave days provided the Teacher timely pays his/her 20% portion of the monthly health insurance premium. Provided further, that the teacher must use his/her sick and personal leave days and not take time off without pay while the teacher has sick and personal leave days remaining.

3.5 In case a teacher resigns or is deceased, the teacher or his/her estate shall be entitled to receive the proportion of the salary he/she has earned, but has not been paid subject to appropriate deductions.

ARTICLE IV

OPTIONAL PAYROLL DEDUCTIONS

4. Tax - Sheltered Annuity: This program is available as provided under the Internal Revenue Service regulations and federal law governing the type of program and amount of deduction.

4.2 A Section 125 program is available for pre-tax contribution of health insurance premiums per IRS regulations. Said Section 125 program will not be used for any other purpose unless Board permission is obtained.

4.3 A voluntary PERF program for pre-tax employee contributions is available to qualifying teachers pursuant to state guidelines and I.R.S. Regulations.

ARTICLE V

WORKER'S COMPENSATION

5.1 Any certified teacher who is injured during the performance of his/her duties on behalf of the School City of Whiting shall receive such compensation and expenses as are prescribed by the Worker's Compensation Law of the State of Indiana. The injured teacher will receive his/her regular salary pro-rated at their daily rate until Worker's Compensation payments commence up to a maximum of seven (7) days of pay. The days paid will not be deducted from accumulated sick leave.

ARTICLE VI

LEAVES

6.1 Recognizing that absence and leave laws are provided for the protection and interest of teachers for specific needs, the Association will encourage all teachers to abide by the intent and purposes of such laws.

6.2 Sick Days - Each employee shall be entitled to ten (10) days of sick leave per school year without the loss of pay. Sick days may be utilized for personal illness, illness within the immediate family, and medical/dental appointments. This leave shall be effective after the first day of employment, as it is earned by the employee.

6.3 The total unused portion of the employee's school year sick leave shall be permitted to accumulate to 120 days. For all employees employed before July 1, 2025, the total number of accumulated days will be capped at their respective number of sick days, and not more than that amount. Those employees will be considered "grandfathered" under this provision and will continue to be permitted to accumulate sick days up to their accumulated amount of sick days earned as of the beginning of the 25-26 school year. Employees employed before January 1, 2006, who have accumulated more than 160 sick days as of July 1, 2027, shall be entitled to continue to accrue sick days beyond their cap for purposes of being used for illness. In no case shall an employee be compensated through severance beyond their initial sick leave cap.

6.4 One (1) day of sick leave shall be granted to each teacher who shall be employed for summer school. The sick day, if used, shall not be deducted from the teacher's sick leave accumulation allowance, and if unused, the sick day shall not be added to the teacher's sick leave accumulation allowance.

6.5 In the event of absence, due to sickness or accident, any teacher who misses five (5) consecutive days of school must submit a doctor's statement prior to reporting to work. Failure to provide a doctor's statement can mean loss of pay for such absence.

6.6 No teacher shall forfeit accumulated sick days during approved leaves of absence, except as in state law.

6.7 Sick days shall not be permitted to accumulate during approved leaves of absence, except as in state law.

6.8 Sick days accumulated prior to an approved leave of absence shall be credited upon return.

6.9 Personal Leaves - The Board shall grant each employee five (5) days of personal business leave per school year without loss of pay. Except in the case of an emergency, advance notice of the necessity for personal business leave shall be submitted as soon as possible to the Superintendent or the Superintendent's designee. If unused, these days shall accumulate with the sick leave up to a maximum of five (5) days or may be donated to the sick leave bank at the teacher's discretion.

6.10 Chronic Absenteeism: Chronic absenteeism is defined as 16 or more days in any one contract year. A teacher without proper medical documentation may be subject to administrative review to determine if loss of domain 4 points on summative RISE evaluation for poor attendance is warranted. Jury duty, FMLA, extended medical illness (5 days or more) with proper medical documentation, and bereavement leave will be held harmless. The inclusion of the evaluation procedures noted in this section are policy, not bargained, and included for informational purposes only.

6.11 Bereavement Leave—A leave not to exceed five (5) school days shall be allowed within seven (7) calendar days following the death of the employee's spouse, immediate family in-laws are included; parents; children; brothers; sisters; or a person living in the same home as a part of the family. If an employee leaves before 12 noon, this will be counted as the first day. If an employee leaves after 12 noon, the first day will start the following day. These days are not cumulative. The superintendent may grant additional days without pay if, in his/her judgment, the emergency warrants such action. A leave not to exceed three (3) school days may be taken within seven (7) calendar days following the death of a grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, aunt, uncle, niece, or nephew. One (I) day of paid leave will be allowed for a staff member to participate as pallbearer in a funeral. These days are not cumulative. Additional days may be granted by the Superintendent without pay.

6.12 Maternity Leave - Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and by the following:

A. Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent of the school corporation in which she teaches 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, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician. A teacher may request a deviation from the original maternity leave so long as the time off would coincide with the beginning of a school year or the beginning of a semester. Requests to deviate from the original maternity leave must be received by the Superintendent at least thirty (30) days prior to the termination of the original maternity leave.

B. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to sub-section (A) of this section. This leave may be taken without jeopardy to reemployment, retirement, salary benefits, tenure and seniority rights.

6.13 Paternity Leave- The father and/or non-child bearing parent is entitled to take up to five (5) consecutive days of personal/sick leave, to be used within (30) calendar days immediately following the birth of a child.

6.14 Adoptive leave - Adoptive leave shall be granted for up to a period of one (1) year. Upon initial application for the adoption, the teacher shall notify the Superintendent of his/her intent. The period of leave shall commence when the child is physically turned over to the teacher/parent.

The teacher/parent may request a deviation from the original adoptive leave according to the provisions explained in the maternity leave above.

6.15 Military Leave - If a teacher in good standing volunteers for military service or is ordered or drafted to active military duty or governmental service of any kind in the interest of national defense, then that employee is eligible for leave of absence without prejudice to his/her status in the school system. Persons serving with the Armed Forces or cooperating auxiliary branches shall upon honorable discharge or separation be re admitted to teaching in a position comparable to the one surrendered by the individual when he/she left the school system. A veteran is expected to make an application for his/her former position within sixty (60) days after his/her discharge or separation from service. In the event that the veteran's former position is filled and an identical position is not available, then the veteran will be placed in a temporary position until a satisfactory adjustment can be made. Voluntary re-enlistment into military services terminates the leave.

Tuition support for military service. In order to translate the military experience into teaching experience as related to state tuition support of any person holding or entitled to hold an Indiana Teaching License of Certificate, eight (8) months either of military service or military service combined with school experience shall be deemed equivalent to one (1) year of teaching experience, provided that such service apply to all veterans who took the oath of allegiance, wore the uniform, served in either combat or non-combat units and were honorably discharged.

6.16 FMLA for Military Families - If a teacher in good standing volunteers for military service or is ordered or drafted to active military duty or governmental service of any kind in the interest of national defense, then that employee is eligible for the following FMLA benefits for military families:

A. 12 weeks of leave to the spouses, children or parents of members of the armed forces called to active duty in the U.S. military.

B. 26 weeks of unpaid leave to employees caring for family members suffering from a serious injury or illness as a result of serving in the U.S. Military. The 26-week leave is only available during a single 12-month period, and an employee is entitled to a combined total of 26 weeks of leave (even if the employee receives leave for another FMLA-qualifying event). Leave may be taken intermittently or on a reduced leave schedule.

C. A combined total of 26 weeks of leave in a 12-month period for spouses employed by the same employer. Leave may be taken intermittently or on a reduced leave schedule. *National Defense Authorization Act (HR. 4986) effective January 28, 2008)*

6.17 FMLA-Family Medical Leave: The School City of Whiting will comply with the provision of the Family Medical Leave Act of 1993. FMLA will follow current federal guidelines and board policy. Accumulated sick and leave days shall be used concurrently with FMLA leave days.

6.18 Jury Duty Leave - When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary, provided such teacher agrees to return to the School Corporation all pay received for serving on jury duty.

6.19 Sabbatical Leave - Sabbatical leave for study or research shall be considered by the Board to be awarded to teachers who have completed seven (7) years of service in the school corporation. Such leave may be granted if the teacher will provide a statement in writing by May 1st prior to the intended leave. Such sabbatical leave is in recognition of significant service through teaching and for purposes of encouraging scholarly achievement, which contributes to the professional effectiveness of the members of the staff and the value of their subsequent service to the school corporation.

Each year, one (1) member of the teaching staff, who is eligible, shall be considered by the Board for sabbatical leave. All conditions such as the May 1st application date being equal, the determining factor of selection shall be seniority.

This leave will not be granted for more than one (1) year. This leave will not guarantee the same position, but only that the person will be re-employed in his/her licensed field. A person on leave must inform the hiring official no later than May 1st of the year on leave of his/her intention to return for the following school year. Such time will not accumulate sick days.

6.20 In-Service Leave - Teachers will be allowed release time with pay to attend conventions, clinics, meetings, etc. for professional improvement. A teacher must obtain approval of the Instructional Leader, Building Principal and Superintendent. If said release time is disapproved, the reason for disapproval must be given in writing. Disapproval at any level may be appealed to the next higher level of authority culminating in appeal of the Superintendent's decision to the board.

6.21 Assault & Battery Leave - A teacher who is performing the duties of his/her employment, including extra-curricular duties and is the victim of assault and/or battery or is otherwise injured while properly performing his/her duties shall report the incident immediately to the principal. If said incident is an assault and/or battery, as stated, the principal shall take immediate action and suspend any student involved and report the incident to the police. The teacher will within five (5) school days, submit a written report of the incident to the Superintendent. To be eligible for the provisions of this article, in the event an assault and/or battery is involved, the teacher must sign a complaint with the police against the assailant. The school corporation agrees to assure that the employee who is the victim of assault and battery which can be substantiated to be related to school duties, receive a combination of worker's compensation and additional pay to amount to 100% of their daily pay for 60 work days. This 60 days of paid leave will not be deducted from the employee's accumulated leave. After 60 work days

of disability, the employee will begin using their accumulated sick days or become eligible for Long Tenn Disability if they participate in the LTD insurance plan.

ARTICLE VII

RETIREMENT BENEFITS

7.1 Notice of Retirement:

A. The retiring teacher must indicate his/her intention to retire in writing to the Superintendent prior to May 1st of the year previous to the teacher's last contractual year to be eligible for Severance and Early Retirement Benefits provided for in this Agreement and paid by the Board.

B. Notwithstanding the provisions of Paragraph No. 7.1 A. above, teachers, who are considering retirement, may file a non-binding written notice with the Superintendent that they are considering retirement prior to May 1st of the year previous to the teacher's last contractual year. The first two (2) teachers, who filed such nonbinding notice, to indicate his/her intention to retire in writing to the Superintendent prior to March 1 of the teacher's last contractual year shall be eligible for Severance and Early Retirement Benefits as if they had complied with the requirements of Paragraph No. 7.1 A. above.

7.2 Severance Pay:

A. For teachers hired before January 1, 2026, severance pay upon retirement shall be granted to eligible teachers. To be eligible for severance pay, a minimum of consecutive fifteen (15) years of employment in the School City of Whiting as a teacher is necessary and said eligible teacher may retire at the end of school year during which the teacher reaches age fifty (50).

B. Plan A. Retirement severance pay in the School City of Whiting is calculated by multiplying an amount of $100.00 per day times the number of unused sick leave days the retiring person has accumulated.

Plan B. If a teacher has used most of his/her sick days because of a major illness during the ten (10) years prior to his/her retirement, the teacher shall receive retirement severance pay computed at a rate of One Hundred Fifty ($150.00) for each year of full-time service as a teacher in the School City of Whiting.

C. If a teacher is forced to retire as a result of ill health, accident, or other unforeseen event, and has not given notice as required, such notice may be waived by the school employer upon presentation of a doctor's certificate.

D. The teacher eligible for severance must be under contract to the School City of Whiting at the time of his/her request for severance.

E. In case of permanent disability, verification of disability for severance pay purposes will be in accordance with I.S.T.R. Fund and Social Security Regulations, subject, however, to the fifteen (15) years employment in the School City of Whiting.

F. Payment of eligible teacher severance pay shall be made with one-half (½) of the severance amount to be paid on the payroll of the last month of employment and with the remaining one-half (½) payment to be paid during the first month of the year following retirement.

G. If any teacher who would otherwise be eligible for this benefit dies in service, the benefit will be paid to his/her estate.

H. Upon retiring, the $50,000.00 term life insurance provided to all teachers in Addendum 1 (Insurance), shall be converted to a term policy with a face value of 25% of the original amount which will be in force for the life of the retiree. The Board will provide written notice of this insurance coverage to the retired teachers.

I. For teachers who are age 45 years or older and has at least 14 years of experience with SCOW as of July 1, 2025 shall be grandfathered into the following benefit: upon retiring, the Board will provide to the retiree who qualifies for a full pension under the Indiana Teachers Retirement Fund and who has a minimum of 15 years of service in the Whiting Schools, single plan health insurance coverage with an 80%-20% split on all health insurance premiums for the cost of the single plan health insurance coverage until the retiree becomes eligible for Medicare. The Board will pay 80% of the single plan coverage and each retiree insured will pay 20% of his/her premium for their single plan health insurance coverage. Or if the retiree so chooses, a family plan may be purchased by the retiree, with the retiree also paying the full additional cost difference between the single plan and the family plan health insurance coverage. For all other teachers hired before January 1, 2026, the WTA and the Board will review this benefit for this class of teachers using the actuarial study, which was conducted during the 2026 - 2027 bargaining cycle, to determine the retirement liability and options to buying out this benefit with recommendations for the 27-28 collective bargaining agreement.

7.3. Early Retirement:

A. For teachers hired before January 1, 2026, an individual teacher may qualify for early retirement benefits from age 50 until the day they are eligible for reduced social security benefits. To qualify, he/ she must have a minimum of 15 years of service in the School City of Whiting.

B. Upon retiring, the teacher qualified for early retirement benefits will receive $10,000 per year in bi-weekly payments for two consecutive years, or until the date the retiree is eligible for reduced social security benefits, whichever occurs first. The first payment will start on the first pay of the next school year following retirement.

C. Upon retiring after January 1, 2026, the Board will provide to the retiree who qualifies for early retirement benefits, single plan health insurance coverage with an 80%-20% split on all health insurance premiums for the cost of the single plan health insurance coverage until the retiree becomes eligible for Medicare. The Board will pay 80% of the single plan coverage (which for 25-26 school year is $10,802.88) and each retiree insured will pay 20% of his/her premium for their single plan health insurance coverage. Or if the retiree so chooses, a family plan may be purchased by the retiree, with the retiree also paying the full additional cost difference between the single plan and the family plan health insurance coverage.

7.4. Tax Deferred Annuities

A. For the 25-26 school year, the Board will conduct an actuarial study of the SCOW retirement liability under this contract and to study alternative means for contributions into tax deferred annuities in lieu of the continuing the retirement severance provisions in this Agreement. The Board and WTA shall study the results of the actuarial study and the Agreement to make recommendations for the 26-27 Agreement.

B. The Board's obligation to contribute toward the costs of retiree health insurance coverage described in paragraphs VII, 7.2 Severance Pay shall be eliminated for teachers who retire on or after July 1, 2035 and shall be replaced by contributions to a tax deferred annuities (such as Voluntary Employees' Beneficiary Account ("VEBA"), as described in section 501(c)(9) of the Internal Review Code), established by the Board and to which the Board shall make contributions to be determined by the Board – WTA study committee.

ARTICLE VIII

INSURANCE

8.1 Health Insurance:

A. Option I. Traditional Health Insurance Program. The Traditional Health Insurance Program will be available to employees. There will be an 80%-20% split on all health insurance premiums for the cost of all health insurance. The Board will pay 80% of the coverage (which for 26-27 school year is $10,959.51 for single and $29,317.86 for family PPO 1 and $9,503.00 for single and $25,424.10 for family Surest PPO) and each teacher insured will pay 20% of his/her premium for their coverage. This insurance includes the following coverage:

Hospitalization and Major
Medical Dental Insurance
Vision Insurance
Prescription Card

B. Option 2. High Deductible Health Insurance Coverage - A High Deductible Health Insurance program will be available to employees. Under this program the Board will pay 100% of the Hospitalization insurance premiums (which for 26-27 school year is $10,220.34 single plan and $27,276.60 family plan) with the employee being responsible for the high deductible payment of medical bills. The employees will pay vision and dental insurance premiums. The Parties reserve the right to reopen the provisions of the health insurance benefits for adjustment and modification during the month of September.

C. Hospitalization and Major Medical - Each teacher shall be provided hospitalization and major medical insurance under the applicable coverage plan for single or teacher, spouse and/or dependents plans. The Association will appoint one (1) teacher to serve with the Superintendent as a School City of Whiting representative on the Porter Insurance Trust Board.

D. Dental Insurance - Each teacher participating in the group insurance plan shall be provided dental insurance under the applicable coverage plan for single or teacher, spouse and/or dependents plans. The Board shall provide one (1) copy of the coverage summary brochure to each teacher.

E. Vision Insurance - Each teacher participating in the group insurance plan shall be provided with vision insurance under the applicable coverage plan for single or teacher, spouse and/or dependents plans. The Board shall provide one (1) copy of the coverage summary brochure to each teacher.

F. Prescription Card- Each teacher participating in the group insurance plan shall be provided with a prescription card under the applicable coverage plan among single or teacher, spouse and/or dependents plans. The Board shall provide one (1) copy of the coverage summary brochure to each teacher.

8.2 Life Insurance: Accidental Death and Dismemberment: Each teacher shall be provided term life insurance and accidental death and dismemberment under the applicable coverage plan. The amount of life insurance is $50,000. The district pays the monthly premium for this benefit. The Board shall provide one (1) copy of the coverage summary brochure to each teacher. The policy shall contain an option for a teacher to purchase additional life insurance coverage at his/her own expense, provided that 20% or more participate.

8.3 Long Term Disability Insurance: Each teacher shall be offered the opportunity to participate in a long-term disability insurance plan. The program begins paying at 66 2/3% of the employee's salary and graduates to an 85% salary benefit level until the age of 65 and beyond age 65, as designated. Claims do not begin being paid until a 90 calendar day waiting period after the disability occurrence. The annual cost of premium to be paid by each teacher who participates in the plan shall be One Dollar ($ 1.00) plus fifty per cent of the remaining cost. The Board shall pay the rest. The program is optional and at least 75% of the staff must participate in the plan.

ARTICLE IX

SICK LEAVE BANK

9.1 **Purpose:** The primary purpose of the sick leave bank is to provide teachers with additional sick leave days to supplement those provided/accumulated through normal sick leave policy in the event of a personal and serious health condition, injury or incapacity.

9.2 **Eligibility:** Any teacher employed by the School City of Whiting is eligible to participate in the bank.

a. For the inaugural year of the bank, members may join within 45 days of the ratification of this Agreement. Initial members of the bank must contribute two (2) sick leave days to join. A contribution of two (2) sick leave days is required to join the bank even after the inaugural year.

b. An additional day will be required when the total number of days in the bank falls below fifty (50) days; members shall be asked to contribute enough days to increase the accumulation in the bank to one hundred (100). Participants will be notified by the Business Office of the additional assessment, and those current members who sign the authorization to contribute an additional day to the bank will continue membership in the bank. Authorization for membership in the sick leave bank shall remain in effect until the participating member withdraws in writing.

c. Newly contracted teachers may join the sick leave bank within 45 days of employment or September 30 whichever is the later occurring date. All other teachers who are not members of the bank may join during the enrollment period from the beginning of the school year until September 30 each year.

d. If a member joins the Sick Leave Bank in his/her first year of eligibility, he/she shall deposit two (2) sick leave days in the bank. If he/she joins the sick leave bank in his/her second year of eligibility, he/she shall deposit three (3) sick leave days in the bank. If he/she does not join the Sick Leave Bank until his/her third year of eligibility, he/she shall deposit four (4) sick leave days in the bank. For every subsequent year, he/she shall deposit an additional sick day. The last year of eligibility to join the Sick Leave Bank shall be the start of the teacher's 10th year of employment. After said year, the teacher waives the right to enroll in the Sick Leave Bank.

e. A bargaining unit member who has joined the Sick Leave Bank shall continue to be a member year after year until such time as he/she is no longer employed by the School City of Whiting, or he/she submits a written statement to the Sick Leave Bank Committee requesting that he/she to withdraw from participation in the sick leave bank, or he/she is no longer a teacher. Sick leave days on deposit with the bank shall not be returned in any of these instances.

f. In the event that the number of days in the bank falls below fifty (50) days, members shall be asked to contribute enough days to increase the accumulation in the bank to one hundred (100). Participants will be notified by the Business Office of the additional assessment and those current members who sign the authorization to contribute an additional day to the bank will continue membership in the bank. Authorization for membership in the sick leave bank shall remain in effect until the participating member withdraws in writing.

g. Sick leave days donated to the bank are considered permanent donations to the bank and lose their identity to any individual once donated. Days donated to the sick leave bank cannot be returned to the member upon retirement, termination, or exit from the SCOW.

9.3 **Criteria for the Bank**

a. The applicant must be a current participant in the bank.

b. All benefit leave days previously accumulated by the applicant must be exhausted before applying for days from the sick leave bank.

c. The request for use of the Sick Leave Bank shall be made by presentation of sufficient medical evidence (i.e. medical documentation) to the Sick Leave Bank Committee indicating the prognosis for returning to work. Participating members can be granted up to 30 days per year depending upon medical need. On October 1 of each school year, members shall repay days to the Sick Leave Bank at a rate of 3 days per year until all days have been repaid. At any time, members wishing to pay a greater number of days, or all the days owed, may do so. If a member dies or retires before his debt is repaid, any days remaining in his sick leave account shall be placed in the Sick Leave Back up to the number of days owed. After those days are placed in the Sick Leave Bank the debt shall be considered repaid. Withdrawal days from the bank must be made on the appropriate form and submitted to the Sick Leave Bank Committee.

d. Sick Leave Bank may be used to provide days for disability related to pregnancies, as certified by the teacher's physician, but not for child care or care for a family member.

e. Any member who is receiving any public funds (i.e., workers' compensation, social security disability, etc.) or benefits derived from public funds as partial or full compensation of the illness or disability causing the absence shall not be eligible for Sick Leave Bank credit. The Sick Leave Bank shall not be used to extend the 90-day elimination period for Long Term Disability.

f. Any days remaining in the sick leave bank at the end of a school year will be carried over to the bank for the next school year.

g. The Whiting Teachers' Association will receive a written accounting of the number of days donated, used and remaining in the sick leave bank at the close of each school year.

h. Teachers are eligible to draw days only while under the School City of Whiting contract during the school year and not during summer or school vacation periods.

i. In consideration of the benefits of participating in the Sick Leave Bank, each applicant for membership in the Sick Leave Bank shall, as a condition to such application, agree in writing substantially as follows: "I specially acknowledge and agree that the granting of days from the Sick Leave Bank shall be at the sole discretion of the Sick Leave Bank Committee and will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify and hold harmless the Whiting Teacher Association and the School City of Whiting and the of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against them with respect to a decision made by any of them concerning this application."

9.4 **Administration:** The Sick Leave Bank shall be administered by a Committee of three (3) members, elected by the Association and one non-voting administrator appointed by the Superintendent. In the event one of the three committee members who are teachers is unavailable, the Association president or appointee shall vote in that member's place.

a. Vacancies on the Committee shall be filled by appointment of the Association president before the next meeting.
b. The Committee shall meet during the school year as needed. Special meetings may be called by the chairperson or at the request of the Committee members. All Committee members will be required for any official action of the Committee.
c. The Committee shall prepare an annual report in conjunction with the SCOW's treasurer of days contributed by each member, days used, and days accumulated in the bank, and distribute this report to the president of the Association.
d. Requests to donate days shall be made on the official forms provided by the Committee.

e. Within 3-5 days the application will be acted upon. A member of the committee shall notify the Superintendent and the applicant of the decision of the Committee.

9.5 **Repayment of loaned days:**

1. Members of the Sick Leave Bank shall repay the borrowed days at the rate of not less than three (3) days per school year until the loan is repaid. The days may be repaid from accumulated days the rate of the qualifying member when the days were granted, or through a combination of either.
2. A recipient who leaves the employment of School City of Whiting and still owes a quantity of days to the Sick Leave Bank:
   a) May have the dollar value of the remaining days deducted from his/her final paychecks at the rate teacher sub pay when the days were granted.
   b) May transfer any accumulated sick days to the bank as repayment of the loan.
   c) Shall use a combination of either.
3. Recipients who retire, or become totally or permanently disabled after borrowing days from the Sick Leave Bank are exempt from repayment of loaned days. If the recipient dies before the borrowed days are repaid, repayment of the days will not be requested from the recipient's estate.
4. Teachers may not donate sick days to another employee. Employees must request additional sick days through the process stated above.

ARTICLE X

ATTACHMENTS

10.1 The stipend schedule for Sports and Coaching Assignments for the term of this Agreement shall be set forth in Appendix B, which is attached hereto and incorporated herein by reference.

10.2 The stipend schedule for Extra-Curricular Assignments for the term of this Agreement shall be set forth in Appendix C, which is attached hereto and incorporated herein by reference.

ARTICLE XI

TERMS OF AGREEMENT

The terms of this Agreement shall be effective beginning on July 1, 2026, and shall continue in effect through June 30, 2027

The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between parties hereto which may be altered, changed, added to, deleted from or modified only through the voluntary written mutual consent of the parties in an amendment hereto.

This contract is made and entered into at Whiting, Indiana, this November 13, 2026 by and between the Board of School Trustees of the School City of Whiting, County of Lake, State of Indiana, party of the first part, heretofore referred to as the "Board" and the Whiting Teachers Association, an affiliate of the A.F.T. and the American Federation of Teachers (A.F.T.), heretofore referred to as the "Association," party of the second part.

The undersigned attest to the following:

1. A public hearing was held on August 24, 2026, in compliance with § 20-29-6- 1 (b), and electronic participation from the parties and/or public was not permitted; and

2. A public meeting was held on November 9, 2026 in compliance with I.C. § 20-29-6-19, to discuss the tentative agreement, and electronic participation from the governing body and/or public was not permitted.

BOARD OF SCHOOL TRUSTEES OF THE SCHOOL CITY OF WHITING

Jonathan Toth,
President

Christopher Davenport,
Vice President

Patti Herbst,
Secretary

Bruce Stolman
Trustee

Rena Mindas,
Trustee

WHITING TEACHERS' ASSOCIATION

Hunter Priesol
President WTA

Mark Lambert,
Chief Negotiator for Bargaining Team

Kelly Morando,
Bargaining Team Member

Kim Fentress,
Bargaining Team Member

Jennifer Wagner
Bargaining Team Member

Appendix A.

"Academic Needs Increase."

Employee ID	Stipend	Base Increase	New Salary
1988	$3,500.00	$500.00	$57,801.00
2015	$4,000.00		
1227		$7,717.43	$69,001.00
1991	$3,100.00	$900.00	$51,201.00
2011	$2,400.00	$1,600.00	$49,601.00
1832		$4,200.00	$56,001.00
2042	$4,000.00		
1586		$4,093.63	$61,401.00
2043	$900.00	$3,100	$64,101.00
1899	$4,000		
1959	$700	$3,300	$54,401.00
1882	$900.00	$3,100	$54,401.00
746	$4,000		
2045	$4,000		
1829	$4,000		
696	$3,121.78	$878.22	$83,001.00
2040	$2,400.00	$1,600.00	$49,601.00
1990	$900	$3,100	$53,401.00
1992	$3,100.00	$900	$54,401.00
1827		$7,800	$61,401
1903	$900	$3,100	$54,401.00
1362		$4,758.47	$71,001.90
1876	$900	$3,100	$54,401.00
1690	$125.99	$3,874.01	$64,101.00
2021	$4,000		
754	$2,032.57	$1,967.43	$80,001.00
1437		$9,496.47	$65,001.00

1669		$7,000	$57,801.00
1941	$4,000		
1225		$8,270.73	$67,001.00
1986	$3,100	$900	$51,201.00
1390		$8,070.47	$65,001.00
945	$178.09	$3,821.91	$76,001.00
1828		$13,000	$68,001.00
1883		$7,200	$76,001.00
994		$5,750.00	$70,001.00
1947	$4,000		
1838		$7,800.00	$59,601.00
1902	$4,000		
2002	$4,000		
1893	$900	$3,100	$54,401.00
1877	$900	$3,100	$54,401.00
1778		$5,327.70	$57,351.00
1993	$4,000		
1560		$4,200	$56,001.00
1833	$4,000		
888		$9,505.41	$77,001.00
1944	$2,000	$2,000	$52,801.00
1888	$4,000		
1924	$400	$3,600	$54,401.00
849		$10,349.98	$76,001.00
943	$1,382.16	$2,617.84	$76,001.00
1925	$4,000.00		
1552	$1,850	$2,150.00	$60,951.00

Factor Base of $32,000.00

APPENDIX B 2026-2027 SCHOOL YEARS ATHLETICS

Appendix B

Activity		Factor	Amount
Assistant Athletic Manager		0.1300	$4,160
Assistant Athletic Manager		0.1300	$4,160
Football	Head Coach	0.2600	$8,320
	1st Assistant	0.1500	$4,800
	2nd Assistant	0.1500	$4,800
	Freshman	0.1200	$3,840
	Freshman Assistant	0.0600	$1,920
	7th & 8th Head Coach	0.0900	$2,880
	7th & 8th Assistant	0.0500	$1,600
Basketball	Boys' Head Coach	0.2600	$8,320
	Boys' Assistant	0.1200	$3,840
	Boys' JV	0.1500	$4,800
	Boys' Freshman	0.1200	$3,840
	Boys' 8th Grade	0.0600	$1,920
	Boys' 7th Grade	0.0600	$1,920
	Boys' 6th Grade	0.0600	$1,920
	Boys' Elem. Basketball/Sports	0.0500	$1,600
	Girls' Head Coach	0.2600	$8,320
	Girls' Assistant	0.1200	$3,840
	Girls' JV	0.1500	$4,800
	Girls Freshman	0.1200	$3,840
	Girls' 8th Grade	0.0600	$1,920
	Girls' 7th Grade	0.0600	$1,920
	Girls' 6th Grade	0.0600	$1,920
	Girls' Elementary	0.0500	$1,600
Volleyball	Head Coach	0.1800	$5,760
	JV Coach	0.1300	$4,160
	Freshman "C" Team	0.0800	$2,560
	8th Grade Coach	0.0500	$1,600
	7th Grade Coach	0.0500	$1,600
	6th Grade Coach	0.0500	$1,600
	Elementary Coach	0.0500	$1,600
Wrestling	Head Coach	0.1600	$5,120
	Assistant Coach	0.1000	$3,200
	Middle School Coach	0.0900	$2,880
	Elementary Coach	0.0500	$1,600
Baseball	Head Coach	0.1600	$5,120
	Assistant Coach	0.0900	$2,880
	JV Coach	0.0600	$1,920
Softball	Head Coach	0.1600	$5,120
	Assistant Coach	0.0900	$2,880
	JV Coach	0.0600	$1,920
Tennis	Head Coach	0.1200	$3,840
	Assistant Coach	0.0600	$1,920
Cross Country	Head Coach	0.1200	$3,840
	Assistant Coach	0.0800	$2,560
	Middle School Coach	0.0600	$1,920
Golf	Boys Head Coach	0.1200	$3,840
	Girls Head Coach	0.1200	$3,840
Weight Room	Supervisor	0.0500	$1,600
See back side of Appendix B (Athletics Extra-Curricular Schedule) for application of experience factor.			
An experience factor of 0.01 shall be added to the schedule factor if the individual holding the position currently			
has five (5) or more years of consecutive experience in that position. Another 0.01 shall be added after the			
second five (5) consecutive years and again after the third five (5) in that position with no break in service.			
"Consecutive years in that position" for determining the experience factor to be applied for a particular sport			
shall include consecutive years of service in all listed coaching positions in Appendix B for that particular sport.			
Volunteer coaching service for that particular sport shall not be included in determining the experience factor			
to be applied.			

Factor Base of $32,000.00 APPENDIX C 2026-2027 SCHOOL YEARS EXTRACURRICULAR CLUBS

Appendix C

Appendix C			
Activity		**Factor**	**Amount**
High School Instructional Leader	Instructional Leader	**0.1250**	**$4,000**
High School Instructional Leader	Instructional Leader	**0.1250**	**$4,000**
High School Instructional Leader	Instructional Leader	**0.1250**	**$4,000**
High School Instructional Leader	Instructional Leader	**0.1250**	**$4,000**
Middle School Instructional Leader	Middle School	**0.1250**	**$4,000**
Middle School Instructional Leader	Middle School	0.1250	$4,000
Elementary Instructional Leader	Elementary	0.0625	$2,000
Elementary Instructional Leader	Elementary	0.0625	$2,000
Class Sponsors	Freshman	0.0400	$1,280
Class Sponsors	Sophomore	0.0700	$2,240
Class Sponsors	Junior	0.1300	$4,16
Class Sponsors	Senior	0.0700	$2,240
Clubs & Student Activities		**Factor**	**Amount**
Academic Team		0.0400	$1,280
	Assist. Academic Team	0.0400	$1,280
	Assist. Academic Team	0.0400	$1,280
	M.S. Academic Team	0.0400	$1,280
Middle School Spellbowl		0.0125	$400
Band		**0.2000**	**$6,400**
Middle School Band		0.1000	$3,200
Elementary Band		0.0100	$320
HS/MS Choir		0.0750	$2,400
Elementary Choir		**0.0250**	**$800**
~~Middle School Paper~~		~~0.0400~~	~~$1,280~~
HS/MS Newspaper		**0.2000**	**$6,400**
Newspaper Assistant		**0.0750**	**$2,400**
Yearbook	Elementary	0.0300	$960
Yearbook	Middle School	0.0400	$1,280
Yearbook	High School	0.0500	$1,600
Cheerleaders (Varsity & J.V.)		**0.0700**	**$2,240**
Cheerleaders	Freshman	0.0400	$1,280
Cheerleaders	Middle School	0.0400	$1,280
WHS Student Council		0.0700	$2,240
MS Sch Student Council		0.0350	$1,120
Elem. Sch. Student Council		0.0200	$640
Booster Club		**0.1000**	**$3,200**
Drama - Full Year		**0.1000**	**$3,200**
Drama Assistant Director		0.0500	$1,600
Drama One Act Director		0.0500	$1,600
Drama Tech Director		0.0100	$320
Elem. Drama Sponsor		**0.3020**	**$960**
Auditorium Manager		0.0600	$1,920
National Honor Society		0.0500	$1,600
Junior Honor Society		0.0500	$1,600
Spanish Honor Society		0.0100	$1,600
~~S.T.A.N.D.~~		~~0.0140~~	~~$448~~
WHS Textbook Adoption Chairperson		0.0300	$960
MS Textbook Adoption Chairperson		0.0300	$960
Elem. Textbook Adoption Chairperson		0.0400	$1,280
Elementary Instructional Leader		0.0400	$1,280
Elementary Choir		0.0200	$640
Art Club		**0.0300**	**$960**
Spanish Club		**0.0500**	**$1,600**
Principal's Discretion HS/MS		0.0250	$800
Principal's Discretion Elementary		0.0250	$800
Web Page Programs/Sponsor		0.0400	$1,280
Web Page Programs/Sponsor		0.0400	$1,280
Web Page Programs/Sponsor		0.0400	$1,280
Science Olympiad Sponsor		**0.2000**	**$6,400**
Science Olympiad Assistant Sponsor		0.1000	$3,200
Service Learning		0.0200	$640
Consecutive years in that position for determining the experience factor that applied for a particular position of			
instructional leader shall be the total consecutive years of service as an instructional leader.			
Each instructional leader position will be compensated at the subject areas designated by the Superintendent			
or his/her designee in his/her administration.			
An experience factor 0.01 shall be added to the schedule factor if the individual holding the position currently			
has five (5) or more years of consecutive experience in that position. Another 0.01 shall be added after the			
second five (5) consecutive years and again after the third five (5) consecutive years in that position with no break in			
service.			
Consecutive years in that position for determining the experience factor to be applied for a particular position of			
Class sponsor shall be the total consecutive years of service as a class sponsor for the Freshman, Sophomore,			
Junior or Senior.			
Consecutive years in that position for determining the experience factor to be applied for a particular position of			
Academic Team shall be the total consecutive years of service as a Academic Team or an			
Assistant Academic Team.			
Consecutive years in that position for determining the experience factor to be applied for a particular position of			
Sponsor for Cheerleaders (Varsity and J.V.) shall be the total consecutive years of service as a Cheerleader sponsor			
for the varsity, junior varsity, freshman and middle school squads.			