**WA-NEE COMMUNITY SCHOOLS**
**1300 North Main Street**
**Nappanee, IN 46550**

# CONTRACTUAL AGREEMENT BETWEEN THE BOARD OF SCHOOL TRUSTEES OF WA-NEE COMMUNITY SCHOOLS AND THE WA-NEE EDUCATION ASSOCIATION

July 1, 2025 to June 30, 2027

## PREAMBLE

**The Board of School Trustees of the Wa-Nee Community Schools of Elkhart-Kosciusko Counties, State of Indiana, hereinafter referred to as the Board, and the Wa-Nee Education Association, hereinafter referred as the Association, agree as follows:**

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## Article I

## RECOGNITION AND DEFINITION

### 1.10 RECOGNITION

In accordance with IC 20-29, the Wa-Nee Community Schools hereby recognizes the Wa-Nee Education Association as the Exclusive Representative for purposes of collective bargaining and discussion. Such representation shall include all certified employees teaching under a regular teachers contract of the Wa-Nee Community Schools, except for the Superintendent, all Assistant Superintendents, all Business Managers, all Principals, Vice-Principals or Assistant Principals, High School Athletic Director, Director of Technology, Director of Transportation, substitute teachers, para-professionals, long-term substitutes, speech and language pathologists (SLPs) and individuals teaching under a temporary contract.

### 1.20 DEFINITIONS

A. The term "Teacher" when used in this Agreement shall refer to all certificated employees except for those certificated employees excluded from the bargaining unit as specified in the Recognition Clause.

B. The term "Superintendent" when used in this agreement shall refer to Superintendent of the Wa-Nee Community Schools.

C. The term "Board" when used in this agreement shall refer to the Wa-Nee Community Schools' official governing body "The Board of School Trustees".

D. The term "Association" when used in this agreement shall refer to the Wa-Nee Education Association as officially recognized in this agreement under Article I, Item 1.10.

E. The term "School Corporation" when used in this agreement shall refer to the Wa-Nee Community Schools of Elkhart-Kosciusko Counties of the State of Indiana.

F. The term "Emergency" when used in this agreement shall refer to a condition or situation which could not have been anticipated under normal circumstances.

G. As used in this agreement, the masculine gender shall refer to both male and female.

## Article II

## PROVISIONS OF AGREEMENT

2.10 This Agreement supersedes all previous agreements, verbal or written or based on alleged past practices, between the Board and the Association and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

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 in full force and effect.

## Article III

## ASSOCIATION AND TEACHER RIGHTS

3.10 ASSOCIATION RIGHTS

The Board agrees to deduct from the salaries of teachers who are members of the Association, the dues of such associations as teachers voluntarily and individually authorize on forms provided by the Association. The association will be responsible for collecting unpaid dues of teachers whose payroll is interrupted due to leaves of absence, retirement, resignation, etc.

## Article IV

## LEAVE POLICIES FOR PROFESSIONAL STAFF

4.10 SICK LEAVE

A. The Board will provide a total of ten (10) days leave each year for each teacher for personal or family illness. Family is defined as the teacher's spouse, child, father, mother, sibling, mother-in-law, father-in-law, grandchild, person living in teacher's immediate household, or anyone for whom the teacher can provide proof of legal responsibility. A teacher may use up to two (2) of these ten (10) sick leave days for the birth of a grandchild. Unused sick days may be accumulated to a maximum of 180 days. Sick days shall not be taken in less than one-half (1/2) day units.

B. Annually, all unused personal leave days may be transferred to the teacher's sick leave accumulation.

C. Each returning teacher shall be given a statement regarding his/her accumulated sick leave during the first month of each school year.

D. In the event any teacher shall have accumulated one (1) or more days of sick leave in another school corporation of this state and shall thereupon become employed in the Wa-Nee School Corporation, then 40% of the certified accumulated sick leave from the former school corporation shall be transferred at the beginning of the first year of employment. An additional 20% of the accumulated sick leave shall be transferred at the beginning of each successive year until the full amount of accumulated sick leave to

which said teacher was entitled in the last place of employment has been transferred.

E. A teacher may take leave days under the Sick Leave section of this collectively bargained Agreement in order to meet personal medical or dental appointments.

F. A teacher shall provide medical documentation in the event that he/she must take a leave of absence that is greater than five (5) consecutive days or exceeds ten days in any month. However, a teacher who is the parent of a newborn child may use up to twenty (20) consecutive sick days for the purpose of caring for the newborn, subject to the same documentation requirements.

G. A statement by a second physician may be required upon the recommendation of the Board at the Board's expense.

H. After accumulating 30 Personal Illness Days, a teacher who used no more than four (4) sick days in a contract year may have the remaining sick days added to their accumulated days or may choose to sell up to eight (8) days back to the corporation at the current Tier 1/starting rate of a regular substitute teacher. No teacher is permitted to sell more than eight (8) days in a contract year. All additional remaining sick days shall be added to the teacher's accumulated sick leave days up to 180 days. This amount shall be awarded on the second pay in June.

I. If it becomes necessary for a summer school teacher to be absent for sick/family leave, the employee's sick time will be used. For sessions of 20 days or less one (1) absence may be used. For all other sessions a maximum of two (2) absences may be used.

## 4.11 SICK LEAVE BANK

A. The Board agrees to continue the established Sick Leave Bank in cooperation with the Association. Upon application to utilize the Sick Leave Bank, a teacher shall complete an FMLA application and provide a statement by the attending physician verifying the need and approximate duration of the illness. A statement by a second physician may be required upon the recommendation of either the Board or the Association provided that such physician shall be agreed to jointly by the Board and the Association. The Board shall be responsible for the cost of the statement from the second physician. Specific stipulations of the Sick Leave Bank are as follows:

1. To establish membership to the sick leave bank, each participating teacher, upon employment, shall have thirty (30) work days to voluntarily donate two sick leave days to the Sick Leave Bank.

2. The maximum number of sick leave days which may be borrowed from the bank by any participating teacher after exhausting individual accumulated sick leave, shall be 180 days regardless of the number of school years or calendar days involved or the number of illnesses involved.

3. Sick bank days may be borrowed only for the personal illness or disability of the employee and cannot be used to extend a leave of absence after the

attending physician certifies the employee's fitness to return to work.

4. Any participating teacher finding it necessary to use bank days after exhausting accumulated sick leave days, agrees to repay the Sick Leave Bank at the rate of a minimum of five (5) days per year over a period of consecutive years immediately following return to active employment with the School Corporation.

5. Any participating teacher finding it necessary to borrow sick leave bank days and subsequently electing not to return to active employment (should his/her health permit-eligibility to be determined by appointed or approved physician) with the School Corporation, or electing to accept employment elsewhere, shall repay the School Corporation in cash for the Sick Leave Bank days borrowed in an amount equal to that paid the respective substitute during the time the teacher borrowed from said bank, but in no case more than the teacher would have earned.

   In the event the teacher elects not to return to active employment (should his/her health permit), s/he shall repay, as per written agreement, this cash amount in total or at the rate of an agreed upon cash amount per year for five years immediately following his/her health eligibility to return to active employment. All unpaid balance shall be due at the end of the fifth year.

6. In the event of a death of the employee, repayment of any outstanding Sick Leave Bank days shall be waived.

7. A teacher new to the system and desiring to participate in the Sick Leave Bank Plan, will be expected to contribute two (2) days from the first year's allotment of ten (10) sick leave days.

8. Each teacher's new individual service record card will show the two-day deduction to the bank upon the teacher's written authorization. A special Sick Leave Bank Journal will be kept in the Corporation Office, showing the current status of the bank and balance of days on hand.

9. Sick leave days donated to the bank by a teacher are considered a permanent contribution to the bank and are not transferable to another school corporation should a teacher leave the Wa-Nee School Corporation.

10. It is understood and agreed upon by the Association and the Board that the administrative personnel of said school district may be participating members of the Sick Leave Bank and are entitled to all rights by fulfilling the obligations as outlined in the above regulations of the Sick Leave Bank.

11. It is understood and agreed upon by the Association and the Board that the use of the Sick Leave Bank shall not be available to certificated employees during an unpaid leave of absence.

12. Any teacher not enrolled in the Sick Leave Bank and under contract with the

School Corporation may enroll by executing the form as set forth in the Appendix B of this contract.

13. Any teacher having exhausted his/her accumulated sick leave days may make an official request to borrow days from the Sick Leave Bank by executing the form set forth in Appendix C of this contract.

14. A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein.

15. The committee shall be composed of two (2) persons appointed by the Association and one (1) person appointed by the superintendent.

4.12 DEATH AND FUNERAL LEAVE

A. In case of death(s) within the immediate family, the teacher shall be provided with a leave of five (5) consecutive school days beyond the death and shall receive full compensation for such leave. For purposes of 4.12(A) only, the teacher's immediate family is defined as spouse, father, mother, father-in-law, mother-in-law, child, brother, sister, brother-in-law, sister-in-law, grandchild, grandparent, grandparent-in-law, person living in the teacher's immediate household, or anyone for whom the teacher can provide proof of legal responsibility. If more than one death in the immediate family should occur, five (5) full days shall be granted for each. An additional five (5) consecutive days of leave with full compensation shall be granted by the superintendent in the case of a death of a teacher's spouse, child, or fiancé living within the same immediate household.

B. A maximum of one (1) school day shall be granted for absence to attend the funeral of another relative, colleague or friend of the teacher or spouse other than the immediate family. An additional day of leave may be granted by the Superintendent.

C. A teacher who is serving as a pallbearer shall be allowed the time necessary to fulfill this function, not to exceed one (1) school day, without loss of compensation.

4.13 PERSONAL LEAVE

A. The Board will provide three (3) days of personal leave per teacher per year for the transaction of personal or civic affairs. When using this leave, the teacher shall submit a written statement two days prior to the leave day(s) to the Principal, who will initial the request and submit it to the Superintendent. The statement will state the date(s) of the leave and the reason for the day(s) off work. In cases of emergency, the written statement shall be submitted upon the return of the teacher.

B. The teacher may accumulate unused personal leave days to a maximum of five (5) days. A teacher with more than five (5) years of experience within the district may accumulate up to six (6) unused personal leave days. A teacher with more than ten (10) years of experience within the district may accumulate up to seven (7) unused personal leave days. A teacher with more than fifteen (15) years of experience within the district may accumulate up to eight (8) unused personal leave days. A teacher shall not be permitted to use more than 3 consecutive personal leave days at one time.

1. The limit of three (3) consecutive personal days is not applicable to staff who are charged two (2) personal days for extending a school break as described below.

C. Personal leave days shall not be divided into less than one-half (½) day units.

D. If an employee uses a personal day the day immediately before or after Fall Break, Thanksgiving Break, Christmas Break, or Spring Break to extend the break, they will be charged two (2) personal days. If the employee does not have two (2) personal days available, they must use their remaining personal days and will receive a deduction from their daily rate for any additional days.

E. A teacher who has accumulated more than their maximum personal leave days may be compensated for the unused personal leave days in excess of their cap in one of the following ways:

a. If a teacher meets the qualification described in 4.13 B, any unused personal leave remaining will be rolled over to the next contract year provided it does not exceed the maximum limits of their personal leave.

b. A teacher will be compensated for each unused accumulated personal leave day above their maximum limit cap in an amount equal to the current Tier 1/starting regular substitute teacher daily rate. This amount shall be paid to the teacher by September 30th of the year in which the additional days above the maximum personal days were accumulated.

c. A teacher may elect to roll unused personal leave days in excess of their maximum limit cap to their accumulated sick leave days. If this option is requested, written notification must be submitted to the Business Office no later than the last day of school.

d. Teachers who have already accumulated 180 sick days shall automatically be compensated at the current regular substitute teacher daily rate for each unused personal leave day above their maximum limit cap.

## 4.14 COURT AND JURY DUTY LEAVE

Teachers summoned for jury duty or who are subpoenaed for witnesses in a trial are excused from teaching duties and will be paid their regular salary less the amount they are paid for the service they are called to render.

## 4.15 ASSOCIATION LEAVE

The Association President shall have five (5) Association leave days for Association business which may be used by the President or designee. The Association agrees to pay the approved substitute at the agreed rate for such association leave days.

## 4.16 OTHER LEAVE

A. A teacher absent for reasons not covered in the above stated leave policies or after all

available sick leave has been exhausted, will have his/her pay deducted for each day absent.

## 4.17 FAMILY MEDICAL LEAVE ACT (FMLA)

A. General

1. The Family and Medical Leave Act of 1993 provides for up to 12 weeks of unpaid, job-protected leave to eligible employees for certain family and medical reasons. Employees are eligible if they have worked for WCS for at least 12 months and for 1,250 hours over the previous 12 months. Employees need to work 36 weeks with an average of 35 hours per week in order to meet the criteria necessary for FMLA.
2. Any leave for purposes covered by the FMLA is considered FMLA leave even if the employee does not specifically request a FMLA leave.
3. Available and applicable accrued sick will be used concurrently during FMLA.
4. Except in case of emergency, defined as an event occurring within twenty-four (24) hours of the start of the requested leave, the teacher shall give reasonable notice to the intent to take such leave.

## 4.18 PARENTAL LEAVES

A. Pregnancy Leave

A teacher who is pregnant may continue in active employment as late into the pregnancy as she wishes, if she can fulfill the requirements of her position. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days or sick leave bank days when the teacher's physician certifies that the teacher is capable of performing regular teaching duties.

B. Adoption Leave

A teacher who legally adopts a child may be entitled to use up to six consecutive weeks of accumulated sick leave to care for the child. This benefit is not available in circumstances where a child is not newly matched for adoption (i.e., a step-parent is adopting a partner's child). This benefit is only available to one teacher per household per qualifying event and up to six weeks per occurrence of adoption when both parents are employees of Wa-Nee Community Schools, which may be utilized or shared by adopting parents (i.e., dividing six weeks of leave between each parent). The teacher shall not be authorized to make application to the sick leave bank for requested days.

C. Unpaid Parental Leave

Any teacher or spouse who gives birth to or adopts a child may be granted an unpaid leave of absence any time between the commencement of the pregnancy or adoption and one (1) year following the birth or adoption of the child, if s/he notifies the Superintendent at least thirty (30) days before the date on which s/he wishes to start his/ her leave, unless extenuating circumstances approved by the Superintendent require shorter prior notice. Such notice shall include the expected length of this leave, and a copy of the birth certificate of the newborn or applicable adoption documents. A teacher's right to Parental Leave will be coordinated with the teacher's rights under

the Family Medical Leave Act and any applicable leave policies adopted by the Board.

4.19 WORKER'S COMPENSATION LEAVE

A. A teacher who is absent from work due to injury incurred in the course of the teacher's employment as a teacher will be paid by the School Corporation, from the teacher's accumulated sick leave, the difference between Worker's Compensation and his/her regular pay. This difference shall be charged against the total dollar value of the teacher's total accumulated sick leave until sick leave is exhausted.

4.20 ASSAULT OR PERSONAL INJURY

A. In the event a teacher is absent due to an injury as a result of an assault sustained in the performance of his/her job duties which is determined to be compensable under Worker's Compensation Laws, the teacher will receive:

1. Full Salary for the first seven (7) school days of absence.
2. The difference between the daily rate paid through Worker's Compensation and the teacher's daily salary for a period of thirty eight (38) additional school days of absence.
3. In no case will the teacher receive more than his/her daily rate.
4. Absence for the forty five (45) school days described above will not be charged against a teacher's sick leave.
5. Continued benefits of Worker's Compensation will be eligible to the teacher after a forty-five (45) day period.
6. The need for absence during any of the first seven (7) school days must be validated by the teacher's physician. In the event that Worker's Compensation is to be used, it shall be the responsibility of the employee to follow all of the established procedures for applying for Worker's Compensation.
7. Time for appearance before a judicial body or legal authority as a result of an assault by a student or outsider will not result in loss of wages or in reduction of accumulated sick leave of the teacher.

4.30 EXTENDED PROFESSIONAL LEAVE

A. Extended professional leave is defined as a professional leave experience that would require more than thirty (30) consecutive school days. This leave may be paid or unpaid. This leave may be available to teachers with at least five (5) years of service at WCS. Teachers who apply for an Extended Professional Leave commit to continued employment at Wa-Nee Community Schools for five years following completion of the Leave.

1. In order to request Extended Professional Leave, the teacher must submit a written proposal six (6) months in advance of the leave to the Director of Curriculum outlining the following:
   a. Detailed description of professional learning to be completed during leave including expected start/end date.
   b. Description of how leave supports current district/school initiatives
   c. Letter of support from building principal
   d. Any special accommodations required during leave
2. Upon receipt of proposal, the Director of Curriculum shall review based upon

the following criteria:

a. Alignment with district's Mission, Vision, and Goals
b. Alignment with current professional learning initiatives
c. Relevance and significance of proposed plan
d. Impact leave and new learning will have on students

3. If leave is recommended by Director of Curriculum, request will be submitted to Superintendent for final review and decision upon whether to recommend to board for approval. If approved, the district and teacher shall enter into a formal Extended Professional Leave Agreement outlining the following terms and conditions, including but not limited to:

a. Leave duration
b. Return to work obligations

## Article V

## FRINGE BENEFITS

5.10 BENEFITS UNDER SECTION 125 OF INTERNAL REVENUE ACT

A. The full benefits provided to teachers by Section 125K of the Internal Revenue Act of 1978, as amended by the Internal Revenue Act of 1986, shall be made available to any teacher so requesting. Any cost of participating in this benefit will be the responsibility of the teacher.

B. The program will be implemented by an agent or agency selected by mutual agreement between the School Corporation and the Association.

5.20 HEALTH INSURANCE PROTECTION

A. The Board shall contribute to a single membership in an approved Group Hospitalization and Major Medical Plan for all teachers who wish to have the protection. Approval of said Group Hospitalization and Major Medical Plan to be granted by the Board and the Association. The Board will contribute at the rate of 80% (eighty percent) per year toward a single plan premium or 80% (eighty percent) toward a family plan premium. Teachers hired after January 1, 2010 may only enroll in the approved Group Hospitalization and Major Medical Single or Family High Deductible Health Plan (HDHP).

B. A teacher whose initial employment with the School Corporation is part time and whose employment begins after September 1, 1985, or a teacher who requests part time employment after September 1, 1985, and who has been or is presently employed by the School Corporation shall have the Board contribution to this program prorated according to the percent of the time so employed.

5.30 LONG TERM DISABILITY INSURANCE

A. The School Corporation agrees to make available to each teacher a long-term disability insurance that provides a minimum benefit of 66 2/3% of salary to age 65, has a 180 day elimination period with a "no-existing condition" exclusion, a Social Security freeze and a cost of living adjustment, and does not coordinate with teacher retirement disability. The School Corporation will pay up to $.27 per $100 of income per teacher per annum for this benefit.

B. The plan, carrier, or specifications shall not be changed without mutual agreement.

C. An individual may not borrow from the Sick Leave Bank beyond the date when he or she becomes or could become eligible for long term disability benefits provided by the School Corporation.

5.40 TERM LIFE INSURANCE

A. The School Corporation agrees to make available to each teacher a group term life insurance policy.

B. Effective January 1, 1996, the school will provide a $50,000 term life insurance policy and shall pay 80% of the premium or the prorated as provided in 5.20 B.

C. However, a teacher whose initial employment with the School Corporation is part time and whose employment begins after September 1, 1985, or a teacher who requests part time employment after September 1, 1985, and who has been or is presently employed by the School Corporation shall have the Board contribution to this prorated according to the percent of the time so employed.]

5.45 DEATH BENEFIT

A. Upon the death of any teacher under contract, the teacher's beneficiary or beneficiaries will receive an amount equal to the daily rate of the deceased teacher's last regular contract for each year of service rendered to the School Corporation.

B. Upon the death of any teacher under contract, all accumulative sick leave pay shall be awarded to the teacher's beneficiary or beneficiaries. Sick leave pay will be calculated at the daily rate of the deceased teacher's last regular contract. Accumulative sick leave will be awarded to the primary beneficiary as designated by the teacher; if the deceased teacher has not designated his/her beneficiary, the deceased teacher's beneficiaries will be considered according to the following priority:

1. First beneficiary-teacher's spouse
2. Second beneficiary- living children of deceased teacher, (divided equally)
3. Third beneficiary- teacher's estate unless designated otherwise in writing by deceased teacher.

5.46 PAID EMPLOYEE BACKGROUND CHECKS

The Board shall assume responsibility for the costs associated with obtaining one expanded criminal background check per current employee every five (5) years up to a maximum cost of ($100).

5.49 INDIANA PUBLIC LAW 199 AND SECTION 457 SOLUTION

Because of Indiana Public Law 199 which requires schools to solve their unfunded liabilities and to pre-fund any increases in benefits after June 30, 2001, the School Corporation and the Association have agreed to revise the Severance and Retirement Benefits (under Section 5.50), and Early Retirement Incentive Benefits (under Section 5.70) under the contract in effect as of June 30, 2001 and restate the same as set forth in Sections 5.50, and 5.70 herein with respect to teachers who are employed by the School Corporation before July 1, 2002 and who remain continuously so employed until eligible for benefits. Teachers employed on and after July 1, 2002 shall be eligible for the Indiana State Teachers' Retirement Fund with the School

Corporation picking up the full cost of such program, but shall not be eligible for benefits under Sections 5.50, and 5.70. Retirement and Severance Benefits under Section 5.50 B. and C., and Early Retirement Incentive Benefits under Section 5.70 A. shall be provided by an eligible deferred compensation plan under Section 457(b) of the Internal Revenue Code and associated trust ("457 Plan") to be created by the School Corporation to fund these benefits. Funding for the 457 Plan will be from bonds to be issued by the School Corporation in accordance with the requirements and limits of P.L. 199.

5.50 SEVERANCE AND RETIREMENT BENEFITS

These benefits are applicable only to teachers hired and working prior to July 1, 2002.

A. The purpose of the Severance Benefit is to encourage high quality teachers to remain in the School Corporation and to reward them for their continuous service.

B. A teacher leaving the School Corporation with ten (10) or more successive years of service in the Wa-Nee Community School Corporation shall be eligible for additional compensation for services rendered. The additional compensation shall be computed on the basis of the teacher's daily rate for each year of approved service rendered to the School Corporation. The minimum compensation shall be $50.00 for each year.

C. A teacher leaving the School Corporation with fifteen (15) or more successive years of service in the Wa-Nee Community School Corporation shall be eligible for an additional severance benefit of thirty-five dollars ($35.00) for each day of accumulated sick leave, plus accumulated "good health" days. "Good health" days are defined to be a category of accumulated unused sick leave days over 180 accumulated beginning with the 1989-90 school year except as restricted in Section 4.10 A.

D. If a teacher informs the Superintendent of retirement plans on or before June 1st of the year of retirement, $2,000 of the teacher's severance benefit will be paid with the final pay of the teacher's final contract from a Code Section 457(b) plan. The remainder of the teacher's severance benefit will be paid from a Code Section 457 (b) plan in September of the year of the teacher's retirement. If a teacher does not provide timely notice, all of the teacher's severance benefit will be paid from a Code Section 457(b) plan in September of the year of the teacher's retirement.

5.70 EARLY RETIREMENT INCENTIVE BENEFITS

These benefits are applicable only to teachers hired and working prior to July 1, 2002.

A. A teacher leaving the School Corporation with twenty (20) or more years of service in the Wa-Nee Community School Corporation and retiring at or after age 55**,** but before he/she is eligible for normal nonreduced Social Security benefits under Title II of the Social Security Act will receive an "Annual Bridge Payment" which shall be equal to the Total Social Security Bridge of $72,460 (less applicable taxes) divided by the divisor below:

For teachers born in 1942 or prior*,* the divisor shall be 10: Annual Bridge Payment of $7,246.

For teachers born from 1943 through 1959, the divisor shall be 11: Annual Bridge Payment of $6,587.

For teachers born in 1960 and after, the divisor shall be 12: Annual Bridge Payment of $6,038.

The Annual Bridge Payment amount shall be paid from a Code Section 457(b) plan in equal

installments beginning the year of retirement and ending with the September payment before the retiree is first eligible for unreduced Social Security benefits. This payment will be made on or about the first regular payday in September annually.

To the extent that the full amount of each Annual Bridge Payment cannot be paid from the 457(b) plan due to the applicable limits under Code Section 457(b), the amount of each Annual Bridge Payment that cannot be paid from the 457(b) plan shall be paid when due by the Wa-Nee Community School Corporation to a Code Section 403(b) plan as post-retirement contributions. If the Annual Bridge Payments are payable for a period of greater than five years, then the present value of the total amount of the Annual Bridge Payments payable by Wa-Nee Community School Corporation projected forward over a five-year period shall be paid in equal installments to the 403 (b) plan over a five year period, using an assumed growth rate of 4%.

B. The retiring employee will be eligible to purchase at his/her own expense medical insurance through the Wa-Nee group plan. This is contingent on meeting group eligibility requirements. At the time of retirement, the retiring teacher will have thirty (30) days to notify the Superintendent in writing if he/she wishes to purchase medical insurance.

C. The retiring employee will be eligible to purchase, at his/her own expense, a $50,000 term life insurance policy each year until they become eligible for Part A of the Medicare Act. At the time of retirement, the retiring teacher will have thirty (30) days to notify the Superintendent in writing if he/she wishes to purchase the $50,000 term life insurance policy.

D. Should a teacher who has submitted a written request to participate in the Early Retirement Incentive Benefit die after completing his/her final contract but prior to receiving full benefits, the remaining benefits shall be paid to the teacher's beneficiary as designated in 5.45 Death Benefits, Paragraph B.

## 5.80 EARLY NOTIFICATION OF RETIREMENT STIPEND

A. Eligibility:

Any teacher who submits an official, written letter of retirement effective at the conclusion of the current school year by the third Friday in January shall be eligible for a one-time stipend of five thousand dollars ($5000). Teachers may only qualify for this stipend one time.

B. Submission of Retirement Letter:

The retirement letter must be submitted to the Superintendent or his/her designee by no later than the close of business on the third Friday in January of the current school year. The letter must clearly state the intent to retire effective at the end of the current school year and be signed by the teacher.

C. Stipend Payment:

The $5000 stipend will be paid in a lump sum on the teacher's final paycheck of the school year, following the effective date of the teacher's retirement.

5.90 VEBA RETIREMENT BENEFIT

A. This benefit is applicable only to certified employees hired after July 1, 2002.

B. One percent (1%) of the certified employee's base salary will be paid into an individual VEBA account for the certified employee on or before June 30 of each year beginning in the 2009-2010 school year.

C. A teacher must have served in the Wa-Nee Community Schools ten (10) years, reached the age of fifty-five (55), and retired from employment with Wa-Nee Community School to be vested in the VEBA account. Vestment years will be credited on date of employment after July 1, 2002.

D. The amount contributed for each teacher will be invested in a separate account. There will be no commingling of accounts and each teacher may determine how his or her account shall be invested among the investment options made available.

E. VEBA funds are not accessible until the vesting requirements are met.

F. If a teacher retires or otherwise terminates employment before satisfaction of the requirements set forth in this Article, that teacher's VEBA account shall be forfeited. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts equal shares. Therefore, the VEBA accounts of the following teachers will not share in the reallocation of a forfeiture of a VEBA account.

1. Teachers who forfeited their VEBA accounts in the same year, and
2. Teachers who previously forfeited their VEBA accounts.
3. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for a teacher, such period of leave shall not result in forfeiture.

## Article VI

COMPENSATION MODEL, EXTRA-DUTY SCHEDULE AND
PROFESSIONAL GROWTH INCREMENTS

### 6.10 **MODEL COMPENSATION PLAN**

A. Salary Range

$46,000 to $75,100 not including current year increases or TRF contributions

B. Base Salary Increases

a. General Eligibility

To be eligible for a salary increase, a teacher:

i. Must not have been rated ineffective or improvement necessary in the prior year; AND
ii. Must have been employed at least 120 days in the prior year

A teacher who does not satisfy these eligibility criteria remains at their prior year salary

All full time (1.0 FTE) teachers eligible for a salary increase will receive a $1500 raise.

C. Factors and Definitions

a. (Evaluation Rating) The results of an evaluation – The teacher did not receive a rating of ineffective or improvement necessary in the prior year
b. (Experience) The teacher was employed by a school corporation for at least 120 days in the prior school year.
c. (Instructional Leadership) The teacher acquires a Literacy Endorsement.
d. (Academic Need) The need to retain teachers.

D. Distribution

a. Evaluation Rating of highly effective or effective = Teachers who did not receive an evaluation rating of ineffective or improvement necessary in the prior year will receive an $800 salary increase, equivalent to advancement of 16 rows on the salary schedule.
b. Experience = Teachers employed by a school corporation for at least 120 days in the prior school year will receive a $500 salary increase, equivalent to advancement of 10 rows on the salary schedule.
c. Instructional Leadership = Teachers who provide proof of earning their Literacy Endorsement by January 30th of the contract year will receive a one-time $350 salary increase, equivalent to advancement of 7 rows on the salary schedule.
d. Academic Need = Returning teachers will receive a $200 salary increase, equivalent to advancement of 4 rows on the salary schedule, based on Academic Need.
e. Teacher Retention Catch Up = The School Corporation will implement a *Teacher Retention Catch-up* adjustment to ensure that employees with identical experience and

education are earning salaries comparable to those offered to new hires excluding any new hire discretionary adjustment by the Superintendent. This adjustment will be applied during the 2025–2026 school year and the 2026-2027 school year. It is based on the Academic Need factor and will not be included in the education/experience portion of the 50% cap calculation.

As a result, all full time (1.0 FTE) teachers eligible for a salary increase will receive a minimum of a $1500 raise and may earn a raise of $1850. Teachers that currently are at or that reach the top of the salary schedule as a result of the increase shall receive a salary increase up to the top of the salary schedule and a stipend for the remaining amount awarded. The remaining amount allocated for the stipend shall be paid in one lump sum the first pay in March.

The salary schedules in Appendix E have been modified to eliminate lower levels that no longer apply and to add new levels as the top of the scale.

E. New Hires (Teachers Employed in Their First Year with Wa-Nee Community Schools)

Teachers newly hired will be placed on the salary schedule at a level commensurate with the education and experience of current staff (minimum: 47,000; maximum: 78,450). However, the Superintendent shall have the discretion to bring a new hire in up to thirty (30) steps ($3,000) above or thirty (30) steps ($3,000) below the salary commensurate with the education and experience of current staff so long as this does not exceed the salary range.

F. Each teacher shall be compensated in twenty-six (26) equal pays.

## 6.11 EXTRA-DUTY SCHEDULE

The parties agree that the extra-duty schedules to be affected by this Agreement are accurately reflected in Appendix A.

## 6.12 MILEAGE REIMBURSEMENT

Teachers will be reimbursed for approved business mileage at the rate allowed by the Internal Revenue Service.

## 6.13 INSTRUCTIONAL HOURLY RATES FOR APPROVED NON-CREDIT SUMMER MARCHING BAND, ADULT EDUCATION INSTRUCTIONAL PROGRAMS, AND SUMMER CURRICULUM WRITING

A. Teachers employed to teach summer marching band, adult education classes, and other approved non-credit classes shall be reimbursed an hourly rate of $36. The maximum number of hours shall be 115 hours.

B. Teachers completing approved summer curriculum writing shall be paid at a rate of $25.00 per hour for the agreed upon number of hours.

6.14 COMPENSATION FOR EXTENDED CONTRACTS

A. Teachers that receive extended contracts shall be compensated at their daily rate of pay for each day beyond the regular teaching contract.

B. If it becomes necessary for a summer school teacher to be absent for sick/family leave, the employee's sick time will be used. For sessions of 20 days or less one (1) absence may be used. For all other sessions a maximum of two (2) absences may be used.

6.15 IN-HOUSE SUBSTITUTE PAY (Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.)

A. When no substitute is available to replace an absent teacher, then a teacher in the building may be requested, by the building administrator or his/her designee to substitute. Teachers who forfeit a preparatory period to provide coverage for another teacher shall be paid the following amounts:
   1. High School - $25 per loss of a full prep period
   2. Middle School - $18.75 per loss of a full prep period
   3. Elementary School - $18.75 per loss of a full prep period to provide coverage for a scheduled special

## Article VII

## GRIEVANCE PROCEDURE AND ARBITRATION

SECTION 1- DEFINITION

A grievance is defined as an alleged violation or claimed misinterpretation of a specific article or section of this Agreement by an individual or a group of individuals within the Bargaining Unit. If any such grievances arise, the grievances shall be submitted to the following grievance procedure.

SECTION 2- PROCEDURES

STEP ONE

Within twenty (20) working days of the time that the grievant knows, or reasonably should have known of the alleged contract violation or misinterpretation, the grievant shall present the grievance to the building principal. Within three working days after the presentation of the grievance, the building principal shall orally answer the grievant.

STEP TWO

A. Within (10) working days of the oral answer, if the grievance is not resolved, the grievance shall be stated in writing, signed by the grievant and submitted to the building principal on the form mutually agreed upon by the Board and the Association. The proper grievance report form is attached to this agreement as Appendix D.

B. The grievant shall (1) name the employee involved, (2) state the facts giving rise to the

grievance, (3) identify the specific provisions of the Agreement alleged to be violated, (4) state the contention of the grievant with respect to each alleged contract violation or misinterpretation, and (5) indicate the specific relief requested.

C. Within three (3) working days after the grievance has been submitted in writing to the building principal, the grievant and the building principal shall meet to discuss the grievance.

D. Within (5) working days after receiving the written grievance, the building principal shall communicate an answer in writing to the grievant. If further investigation is needed, additional time may be allowed by mutual agreement of the principal and the grievant, subject to Section 4-A.

STEP THREE

A. If the grievance is not resolved in Step Two, the grievant may, within five (5) working days of receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the principal, with the Office of the Superintendent.

B. Within three (3) working days after the appeal has been filed, the grievant and the Superintendent, or the Superintendent's designated representative, shall meet to discuss the grievance.

C. The Superintendent or designated representative shall give the grievant an answer in writing no later than five (5) working days after receipt of any written grievance properly filed with the Superintendent. If further investigation is needed, additional time may be allowed by mutual agreement of the Superintendent and the grievant. (See Section 4-A)

STEP FOUR

A. Within five (5) working days after receiving the decision of the Superintendent, an appeal from the decision may be made to the Administrative Grievance Committee. The Administrative Grievance Committee shall be composed of the Superintendent and one other Central Office Administrator, and two representatives of the Board.

B. The Superintendent and one other Central Office Administrator, and two representatives of the Board and the grievant and an association representative shall meet within a reasonable time, not to exceed five (5) working days unless a longer time is mutually agreed upon between the parties, to discuss the grievance. (See Section 4-A)

C. The Administrative Grievance Committee shall give the grievant an answer in writing no later than five (5) working days after the committee has met with the grievant to discuss the grievance in question.

STEP FIVE

If the grievance is not satisfactorily resolved in Step Four, the Association may within one hundred (100) working days of receipt of the Administrative Grievance Committee's decision, appeal to a court of competent jurisdiction. Failure of the Association to file such an appeal within one hundred (100) working days shall result in waiver of the grievance and any appeal thereof.

SECTION 3- HEARINGS OR MEETINGS

Hearings or meetings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons. Hearings or meetings shall be conducted during non-school hours, unless there is mutual agreement for other arrangements. At the request of the grievant, the Association shall have the right to have a representative of the Association present at such hearings or meetings. Time limits herein may be extended only by mutual agreement signed by both parties.

A. If there is a failure at any step to communicate the decision on a grievance or to meet with the grievant within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

B. Any grievance not advanced from one step to the next within the specified time limits, shall be deemed resolved by the answer at the previous step.

C. Copies of all documents, communications, and records dealing with the processing of a grievance shall be made available to the Association at the request of the grievant.

D. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants and are not valid basis for evaluations.

E. Any grievance which arose prior to the effective date of this Agreement or after the termination date of this Agreement shall not be processed.

F. The term "working days" as referred to in the procedure shall mean Monday through Friday with the exception of legal holidays, and/or school vacation days as set forth by the school calendar.

SECTION 4-THE ASSOCIATION

A. At the request of the grievant, the Association shall receive copies of all communications, records, or attachments of any grievance at each step of the grievance procedure.

B. At the request of the grievant, the Association shall have the right to have representation of its choice at every meeting or hearing involving the grievance.

**WA-NEE COMMUNITY SCHOOLS**

**Elkhart-Kosciusko Counties, Indiana**

## ARTICLE VIII

TERM OF AGREEMENT

The term of this Agreement shall begin July 1, 2025 and shall continue in full force and effect until June 30, 2027.

Whenever any notice is required to be given either party shall do so by registered letter at the following addresses:

| | |
|---|---|
| If by the Association to the Board, at | Wa-Nee Community Schools<br>1300 North Main Street<br>Nappanee, Indiana 46550 |
| If by the Board to the Association, at | Michael Rand, President<br>Wa-Nee Education Association<br>Woodview Elementary School<br>800 E. Woodview Dr.<br>Nappanee, IN 46550 |

This Contractual Agreement is made and entered into at Nappanee, Indiana, on this 27th day of October, 2025 by and between the Board of School Trustees of the Wa-Nee Community Schools, Counties of Elkhart-Kosciusko, State of Indiana, party of the first part, heretofore referred to as the "Board" and the Wa-Nee Education Association, party of the second part, heretofore referred to as the "Association".

The undersigned attest to the following:

1. A public hearing was held in compliance with IC. 20-29-6-1(b) on September 8, 2025, and electronic participation from the parties and public was permitted; and
2. A public meeting in compliance with IC 20-29-6-19 was held on October 13, 2025, to discuss the tentative agreement and electronic participation from the governing body and public was permitted

| | |
|---|---|
| MICHAEL RAND – CO-PRESIDENT<br>WA-NEE EDUCATION ASSOCIATION | CHRISTINA ESHELMAN – PRESIDENT<br>WA-NEE COMMUNITY SCHOOLS |
| MARCY PORTER – CO-PRESIDENT<br>WA-NEE EDUCATION ASSOCIATION | TREVOR HERSHBERGER – SECRETARY<br>WA-NEE COMMUNITY SCHOOLS |

## APPENDIX A
## Extra-Duty Schedule

| ATHLETICS | | 1st Pay Date | 2nd Pay Date |
|---|---|---|---|
| **Assignment** | | | |
| **BASEBALL** | | | |
| BASEBALL: HS HEAD | 5360 | 1st Pay of April | 2nd Pay of May |
| BASEBALL: HS VAR. ASST. | 2870 | 1st Pay of April | 2nd Pay of May |
| BASEBALL: HS JV HEAD BOYS | 2660 | 1st Pay of April | 2nd Pay of May |
| BASEBALL: HS JV ASST. | 1470 | 1st Pay of April | 2nd Pay of May |
| BASEBALL: SUMMER | 2190 | 1st Pay of April | 2nd Pay of May |
| **BASKETBALL BOYS** | | | |
| **HIGH SCHOOL PROGRAM** | | | |
| BB: HS HEAD BOYS | 9050 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: HS VAR ASST. BOYS | 4730 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: HS JV BOYS | 4730 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: HS FROSH BOYS | 3160 | 1st Pay of Dec. | 1st Pay of Feb. |
| SUMMER CONDITIONING DIR. | 1600 | 2nd Pay of Dec. | 1st Pay of June |
| WT. TRAIN SEASONAL: DIR | 1310 | 2nd Pay of Dec. | 1st Pay of June |
| **MIDDLE SCHOOL PROGRAM** | | | |
| BB: FEEDER COOR. BOYS | 3160 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: 8TH GR BOYS | 2840 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: 7TH GR BOYS | 2840 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: 8TH GR ASST. BOYS | 2190 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: 7TH GR ASST. BOYS | 2190 | 1st Pay of Dec. | 1st Pay of Feb. |
| **BASKETBALL GIRLS** | | | |
| **HIGH SCHOOL PROGRAM** | | | |
| BB: HS HEAD GIRLS | 9050 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: HS VAR ASST. GIRLS | 4730 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: HS JV GIRLS | 4730 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: HS FROSH GIRLS | 3160 | 1st Pay of Dec. | 1st Pay of Feb. |
| SUMMER CONDITIONING DIR. | 1600 | 1st Pay of Dec. | 1st Pay of Feb. |
| BLACK SWISH | 1310 | 1st Pay of Dec. | 1st Pay of Feb. |
| **MIDDLE SCHOOL PROGRAM** | | | |
| BB: FEEDER COOR. GIRLS | 3160 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: 8TH GR GIRLS | 2840 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: 7TH GR GIRLS | 2840 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: 8TH GR ASST. GIRLS | 2190 | 1st Pay of Dec. | 1st Pay of Feb. |
| BB: 7TH GR ASST. GIRLS | 2190 | 1st Pay of Dec. | 1st Pay of Feb. |
| **CHEER** | | | |
| **HIGH SCHOOL PROGRAM** | | | |
| CHEER: HS VAR SPONSOR | 3160 | 2nd Pay of Dec. | 1st Pay of June |
| CHEER: JV SPONSOR | 2840 | 2nd Pay of Dec. | 1st Pay of June |
| **MIDDLE SCHOOL PROGRAM** | | | |
| CHEER: MS SPONSOR 8TH | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| CHEER: MS SPONSOR 7TH | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| **CROSS COUNTRY** | | | |
| **HIGH SCHOOL PROGRAM** | | | |

| | | | |
|---|---|---|---|
| CROSS COUNTRY: HS HEAD BOYS | 3880 | 1st Pay of Sept. | 2nd Pay of Oct. |
| CROSS COUNTRY: HS ASSISTANT BOYS | 1100 | 1st Pay of Sept. | 2nd Pay of Oct. |
| CROSS COUNTRY: HS HEAD GIRLS | 3880 | 1st Pay of Sept. | 2nd Pay of Oct. |
| CROSS COUNTRY: HS ASSISTANT GIRLS | 1100 | 1st Pay of Sept. | 2nd Pay of Oct. |
| **MIDDLE SCHOOL PROGRAM** | | | |
| CROSS COUNTRY: MS HEAD | 2190 | 1st Pay of Sept. | 2nd Pay of Oct. |
| CROSS COUNTRY: MS ASST. | 1770 | 1st Pay of Sept. | 2nd Pay of Oct. |
| CROSS COUNTRY: MS ASST. | 1770 | 1st Pay of Sept. | 2nd Pay of Oct. |
| **FOOTBALL** | | | |
| **HIGH SCHOOL PROGRAM** | | | |
| FB: HS HEAD BOYS | 9050 | 1st Pay of Sept. | 2nd Pay of Oct. |
| FB: HS HEAD VAR ASST. | 5360 | 1st Pay of Sept. | 2nd Pay of Oct. |
| FB: HS ASST. A | 4730 | 1st Pay of Sept. | 2nd Pay of Oct. |
| FB: HS ASST. B | 3430 | 1st Pay of Sept. | 2nd Pay of Oct. |
| FB: HS JV | 3430 | 1st Pay of Sept. | 2nd Pay of Oct. |
| FB: HS JV ASST. | 3160 | 1st Pay of Sept. | 2nd Pay of Oct. |
| FB: HS FROSH | 3160 | 1st Pay of Sept. | 2nd Pay of Oct. |
| FB: FROSH ASST. | 2840 | 1st Pay of Sept. | 2nd Pay of Oct. |
| SUMMER CONDITIONING DIR | 1600 | 2nd Pay of Dec. | 1st Pay of June |
| WT. TRAIN SEASONAL: DIR | 1310 | 2nd Pay of Dec. | 1st Pay of June |
| **MIDDLE SCHOOL PROGRAM** | | | |
| FB: 8TH GR HEAD | 2840 | 1st Pay of Sept. | 2nd Pay of Oct. |
| FB: 7TH GR HEAD | 2840 | 1st Pay of Sept. | 2nd Pay of Oct. |
| FB: MS ASST. (5 positions) | 2190 | 1st Pay of Sept. | 2nd Pay of Oct. |
| | 2190 | 1st Pay of Sept. | 2nd Pay of Oct. |
| | 2190 | 1st Pay of Sept. | 2nd Pay of Oct. |
| | 2190 | 1st Pay of Sept. | 2nd Pay of Oct. |
| | 2190 | 1st Pay of Sept. | 2nd Pay of Oct. |
| **GOLF** | | | |
| **HIGH SCHOOL PROGRAM** | | | |
| GOLF: HS HEAD BOYS | 3880 | 1st Pay of April | 2nd Pay of May |
| GOLF: HS ASST. BOYS | 1100 | 1st Pay of April | 2nd Pay of May |
| GOLF: HS HEAD GIRLS | 3880 | 1st Pay of Sept. | 2nd Pay of Oct. |
| GOLF: HS ASST. GIRLS | 1100 | 1st Pay of Sept. | 2nd Pay of Oct. |
| **MIDDLE SCHOOL PROGRAM** | | | |
| GOLF: MS HEAD | 2190 | 1st Pay of April | 2nd Pay of May |
| **SOCCER** | | | |
| **HIGH SCHOOL PROGRAM** | | | |
| SOCCER: HS HEAD BOYS | 5360 | 1st Pay of Sept. | 2nd Pay of Oct. |
| SOCCER: HS ASST. BOYS | 2870 | 1st Pay of Sept. | 2nd Pay of Oct. |
| SOCCER: HS JV. BOYS | 2660 | 1st Pay of Sept. | 2nd Pay of Oct. |
| SOCCER: HS HEAD GIRLS | 5360 | 1st Pay of Sept. | 2nd Pay of Oct. |
| SOCCER: HS ASST. GIRLS | 2870 | 1st Pay of Sept. | 2nd Pay of Oct. |
| SOCCER: HS JV. GIRLS | 2660 | 1st Pay of Sept. | 2nd Pay of Oct. |
| **SOFTBALL** | | | |
| SOFTBALL: HS HEAD | 5360 | 1st Pay of April | 2nd Pay of May |
| SOFTBALL: HS VAR. ASST. | 2870 | 1st Pay of April | 2nd Pay of May |
| SOFTBALL: HS JV HEAD GIRLS | 2660 | 1st Pay of April | 2nd Pay of May |
| SOFTBALL: HS JV ASST. | 1470 | 1st Pay of April | 2nd Pay of May |

| | | | |
|---|---|---|---|
| SOFTBALL: SUMMER | 2190 | 1st Pay of April | 2nd Pay of May |
| **SWIMMING** | | | |
| SWIM: HS HEAD | 5360 | 1st Pay of Dec. | 1st Pay of Feb. |
| SWIM: HS ASST. 1 | 3160 | 1st Pay of Dec. | 1st Pay of Feb. |
| SWIM: HS ASST. 2 | 2190 | 1st Pay of Dec. | 1st Pay of Feb. |
| SWIM: MS HEAD | 2190 | 1st Pay of Dec. | 1st Pay of Feb. |
| SWIM: MS ASST. | 1770 | 1st Pay of Dec. | 1st Pay of Feb. |
| **TENNIS** | | | |
| TENNIS: HS HEAD BOYS | 3880 | 1st Pay of Sept. | 2nd Pay of Oct. |
| TENNIS: HS ASST. BOYS | 2190 | 1st Pay of Sept. | 2nd Pay of Oct. |
| TENNIS: HS HEAD GIRLS | 3880 | 1st Pay of April | 2nd Pay of May |
| TENNIS: HS ASST. GIRLS | 2190 | 1st Pay of April | 2nd Pay of May |
| **TRACK** | | | |
| **HIGH SCHOOL PROGRAM** | | | |
| TRACK: HS HEAD BOYS | 4730 | 1st Pay of April | 2nd Pay of May |
| TRACK: HS ASST. BOYS | 3160 | 1st Pay of April | 2nd Pay of May |
| TRACK: HS HEAD GIRLS | 4730 | 1st Pay of April | 2nd Pay of May |
| TRACK: HS ASST. GIRLS | 3160 | 1st Pay of April | 2nd Pay of May |
| **MIDDLE SCHOOL PROGRAM** | | | |
| TRACK: MS BOYS - 8TH | 2190 | 1st Pay of April | 2nd Pay of May |
| TRACK: MS BOYS - 7TH | 2190 | 1st Pay of April | 2nd Pay of May |
| TRACK: MS GIRLS - 8TH | 2190 | 1st Pay of April | 2nd Pay of May |
| TRACK: MS GIRLS - 7TH | 2190 | 1st Pay of April | 2nd Pay of May |
| **VOLLEYBALL** | | | |
| **HIGH SCHOOL PROGRAM (GIRLS)** | | | |
| VB: HS HEAD | 6460 | 1st Pay of Sept. | 2nd Pay of Oct. |
| VB: HS VAR. ASST. | 3160 | 1st Pay of Sept. | 2nd Pay of Oct. |
| VB: HS JV HEAD | 2290 | 1st Pay of Sept. | 2nd Pay of Oct. |
| VB: HS FROSH | 2290 | 1st Pay of Sept. | 2nd Pay of Oct. |
| VB: Summer Conditioning (GIRLS AND BOYS) | 1600 | 1st Pay of Sept. | 2nd Pay of Oct. |
| **HIGH SCHOOL PROGRAM (BOYS)** | | | |
| VB: HS HEAD | 3230 | 1st Pay of April | 2nd Pay of May |
| VB: HS VAR. ASST. | 1580 | 1st Pay of April | 2nd Pay of May |
| VB: HS JV HEAD | 1145 | 1st Pay of April | 2nd Pay of May |
| VB: HS FROSH | 1145 | 1st Pay of April | 2nd Pay of May |
| **MIDDLE SCHOOL PROGRAM** | | | |
| VB: MS 8TH | 2190 | 1st Pay of Sept. | 2nd Pay of Oct. |
| VB: MS 7TH | 2190 | 1st Pay of Sept. | 2nd Pay of Oct. |
| VB: MS 8TH ASST. | 1770 | 1st Pay of Sept. | 2nd Pay of Oct. |
| VB: MS 7TH ASST. | 1770 | 1st Pay of Sept. | 2nd Pay of Oct. |
| VB: INTRAMURAL 6TH | 2400 | 1st Pay of Sept. | 2nd Pay of Oct. |
| Elem Volleyball Coordinator | 520 | 2nd Pay of Dec. | 1st Pay of June |
| **WRESTLING** | | | |

| | | | |
|---|---|---|---|
| WRESTLING: HS HEAD | 4730 | 1st Pay of Dec. | 1st Pay of Feb. |
| WRESTLING: HS ASST. BOYS | 3160 | 1st Pay of Dec. | 1st Pay of Feb. |
| WRESTLING: HS FROSH BOYS | 2840 | 1st Pay of Dec. | 1st Pay of Feb. |
| WRESTLING: HS HEAD GIRLS | 4730 | 1st Pay of Dec. | 1st Pay of Feb. |
| WRESTLING: HS ASST.GIRLS | 3160 | 1st Pay of Dec. | 1st Pay of Feb. |
| WRESTLING: HS FROSH GIRLS | 2840 | 1st Pay of Dec. | 1st Pay of Feb |
| **MIDDLE SCHOOL PROGRAM** | | | |
| WRESTLING: MS HEAD | 2190 | 1st Pay of Dec. | 1st Pay of Feb. |
| WRESTLING: MS ASST. BOYS | 1770 | 1st Pay of Dec. | 1st Pay of Feb. |
| WRESTLING COOR: ELEM | 520 | 1st Pay of Dec. | 1st Pay of Feb. |
| WRESTLING: MS ASST GIRLS | 1770 | 1st Pay of Dec. | 1st Pay of Feb. |
| **MISC. (ATHLETIC)** | | | |
| ATHLETIC TRAINER HS – FALL | 3880 | 1st Pay of Sept. | 2nd Pay of Oct. |
| ATHLETIC TRAINER HS – WINTER | 3880 | 1st Pay of Dec. | 1st Pay of Feb. |
| ATHLETIC TRAINER HS – SPRING | 3880 | 1st Pay of April | 2nd Pay of May |
| ATH.NIGHT SUPERVISION. HS | 2330 | 2nd Pay of Dec. | 1st Pay of June |
| HS ACTIVITY CENTER MORNING SUPERVISION (M-F 6:30-7:30 - Info Only) | 3660 | 2nd Pay of Dec. | 1st Pay of June |
| HS Assistant Athletic Director | 10,600 | 2nd Pay of Dec. | 1st Pay of June |
| MS Athletic Director | 10,600 | 2nd Pay of Dec. | 1st Pay of June |
| CONCUSSION COORDINATOR: MS | 1030 | 2nd Pay of Dec. | 1st Pay of June |
| AQUATICS COORDINATOR | 5360 | 2nd Pay of Dec. | 1st Pay of June |
| UNIFIED TRACK | 1100 | 1st Pay of April | 2nd Pay of May |
| UNIFIED FLAG FOOTBALL | 1100 | 1st Pay of Sept. | 2nd Pay of Oct. |
| Mock Trial (Fall/Winter/Spring) | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| **FINE ARTS** | | | |
| **Assignment** | | | |
| **MUSIC/DRAMA** | | | |
| DRAMA: HS DIRECTOR | 5360 | 2nd Pay of Dec. | 1st Pay of June |
| DRAMA: HS ASST. DIR. FALL | 1360 | 2nd Pay of Dec. | 1st Pay of June |
| DRAMA: HS ASST. DIR. SPRING | 2840 | 1st Pay of April | 2nd pay of May |
| AUDITORIUM TECH DIR. | 2190 | 2nd Pay of Dec. | 1st Pay of June |
| DRAMA: HS ASST. PER EVENT - 7 positions | | | |
| 1. Fall Set Build | 900 | 1st Pay of Sept. | 2nd Pay of Oct. |
| 2. Spring Set Build | 900 | 1st Pay of April | 2nd Pay of May |
| 3. Spring Music Director/Coord | 900 | 1st Pay of April | 2nd Pay of May |
| 4. Fall Costume Design | 900 | 1st Pay of Sept. | 2nd Pay of Oct. |
| 5. Spring Costume Design | 900 | 1st Pay of April | 2nd Pay of May |
| 6. Spring Music Choreographer | 1550 | 1st Pay of April | 2nd Pay of May |
| 7. Fall & Spring Publicity Coordinator | 900 | 2nd Pay of Dec. | 1st Pay of June |
| DRAMA: MS DIRECTOR | 2840 | 2nd Pay of Dec. | 1st Pay of June |
| 1. MS Assistant Director | 600 | 2nd Pay of Dec. | 1st Pay of June |
| 2. MS Choreography | 600 | 1st Pay of April | 2nd Pay of May |

| | | | |
|---|---|---|---|
| 3. Set Build | 600 | 1st Pay of April | 2nd Pay of May |
| 4. MS Stage Manager | 600 | 1st Pay of April | 2nd Pay of May |
| **MUSIC/INSTRUMENTAL** | | | |
| MUSIC: HS BAND – FALL | 3880 | 1st Pay of Sept. | 2nd Pay of Oct. |
| MUSIC: HS BAND – WINTER | 3880 | 1st Pay of Dec. | 1st Pay of Feb. |
| MUSIC: HS INSTR ASST. | 3500 | 2nd Pay of Dec. | 1st Pay of June |
| MUSIC: BAND – SPRING | 2840 | 1st Pay of April | 2nd Pay of May |
| MUSIC: MS BAND | 2840 | 2nd Pay of Dec. | 1st Pay of June |
| MUSIC: MS ASST. INSTRU. | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| MUSIC: MS PEP BAND | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| BAND CAMP/COLOR GUARD/PERCUSSION | 7000 | | TBD |
| MUSIC: MS VIOLIN SPONSOR | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| **MUSIC/VOCAL** | | | |
| MUSIC: HS VOCAL | 4730 | 2nd Pay of Dec. | 1st Pay of June |
| MUSIC: MS VOCAL | 1770 | 2nd Pay of Dec. | 1st Pay of June |
| MUSIC: ELEM VOCAL (1/BLDG.) | | | |
| Wakarusa | 910 | 2nd Pay of Dec. | 1st Pay of June |
| Nappanee | 910 | 2nd Pay of Dec. | 1st Pay of June |
| Woodview | 910 | 2nd Pay of Dec. | 1st Pay of June |
| FINE ARTS ACCOMPANIST MS | 520 | 2nd Pay of Dec. | 1st Pay of June |
| FINE ARTS ACCOMPANIST HS | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| VOCAL MUSIC CHOREO. – FALL | 1030 | 1st Pay of Sept. | 2nd Pay of Oct. |
| VOCAL MUSIC CHOREO. – WINTER | 820 | 1st Pay of Dec. | 1st Pay of Feb. |
| VOCAL MUSIC CHOREO. – SPRING | 620 | 1st Pay of April | 2nd Pay of May |
| **CLUBS / CO-CURRICULAR** | | | |
| Assignment | | | |
| YEARBOOK: HS ADVISOR | 3160 | 2nd Pay of Dec. | 1st Pay of June |
| YEARBOOK: HS CONTEST/CONV. | 1060 | 2nd Pay of Dec. | 1st Pay of June |
| YEARBOOK: HS SUMMER CONV | 1060 | 2nd Pay of Dec. | 1st Pay of June |
| JUNIOR CLASS: SPONSOR A | 1420 | 2nd Pay of Dec. | 1st Pay of June |
| JUNIOR CLASS: SPONSOR B | 1420 | 2nd Pay of Dec. | 1st Pay of June |
| AGRICULTURE: FFA ADVISOR | 5360 | 2nd Pay of Dec. | 1st Pay of June |
| AGRICULTURE: FFA ASSISTANT ADVISOR | 3880 | 2nd Pay of Dec. | 1st Pay of June |
| STUDENT COUNCIL: HS SPONSOR A | 1770 | 2nd Pay of Dec. | 1st Pay of June |
| STUDENT COUNCIL: HS SPONSOR B | 1770 | 2nd Pay of Dec. | 1st Pay of June |
| SENIOR CLASS: SPONSOR A | 1420 | 2nd Pay of Dec. | 1st Pay of June |
| SENIOR CLASS: SPONSOR B | 1420 | 2nd Pay of Dec. | 1st Pay of June |
| YEARBOOK: MS SPONSOR | 1310 | 2nd Pay of Dec. | 1st Pay of June |
| YEARBOOK: MS SPONSOR | 1310 | 2nd Pay of Dec. | 1st Pay of June |
| **ROBOTICS** | | | |
| ROBOTICS DIRECTOR (4-8) FALL | 2840 | 1st Pay of Sept. | 2nd Pay of Oct. |
| ROBOTICS DIRECTOR (4-8) WINTER | 3880 | 1st Pay of Dec. | 1st Pay of Feb |
| ROBOTICS DIRECTOR (4-8) SPRING | 3880 | 1st Pay of April | 2nd Pay of May |

| | | | |
|---|---|---|---|
| SUMMER ROBOTIC TRAINING (4-8) | 1600 | 2nd Pay of Dec. | 1st Pay of June |
| ROBOTICS SPONSOR - MS | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| ROBOTICS SPONSOR - MS | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| ROBOTICS SPONSOR - MS | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| ROBOTICS SPONSOR - HS | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| ROBOTICS SPONSOR - WES | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| ROBOTICS SPONSOR - WV | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| ROBOTICS SPONSOR - NES | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| ROBOTICS GRANT STIPEND (Informational Purposes Only) | 2000 | 2nd Pay of Dec. | 1st Pay of June |
| Academic Coach: HS | | | |
| Acad Coach: English | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Acad Coach: Math | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Acad Coach: Science | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Acad Coach: Fine Arts | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Acad Coach: Social Studies | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Acad Coach: Spell Bowl | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| BPA (Business Professional of America) | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| FCCLA Sponsor | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Academic Coach: MS (Spell Bowl) | 550 | 2nd Pay of Dec. | 1st Pay of June |
| Academic Coach: MS (Geography) | 550 | 2nd Pay of Dec. | 1st Pay of June |
| KEY CLUB SPONSOR: HS | 900 | 2nd Pay of Dec. | 1st Pay of June |
| NHS SPONSOR: HS | 900 | 2nd Pay of Dec. | 1st Pay of June |
| NHS SPONSOR: HS | 900 | 2nd Pay of Dec. | 1st Pay of June |
| STUDENT COUNCIL: MS SPONSOR | 900 | 2nd Pay of Dec. | 1st Pay of June |
| | | | |
| DEPT CHAIRS: HS | | | |
| HS Dept Chair: Music | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: Foreign Language | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: FACS/Agriculture | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: PE/Health | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: Visual Arts | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: Guidance | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: Special Education | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: English | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: Business | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: Math | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: Industrial Arts | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: Social Studies | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| HS Dept Chair: Science | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| INSTRUCTIONAL COACH | | | |
| Instructional Coach: Elementary | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Instructional Coach: Elementary | 550 | 2nd Pay of Dec. | 1st Pay of June |

| | | | |
|---|---|---|---|
| Instructional Coach: Elementary | 550 | 2nd Pay of Dec. | 1st Pay of June |
| Instructional Coach: Elementary | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Instructional Coach: Middle School | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Instructional Coach: High School | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| - District Digital Learning | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| District English Language Learner | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| District English Language Learner | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| NURSE COOR. | 1100 | 2nd Pay of Dec. | 1st Pay of June |
| Department Team Leader - MS | | | |
| MS Dept Team Leader: Math | 900 | 2nd Pay of Dec. | 1st Pay of June |
| MS Dept Team Leader: Language Arts | 900 | 2nd Pay of Dec. | 1st Pay of June |
| MS Dept Team Leader: Social Studies | 900 | 2nd Pay of Dec. | 1st Pay of June |
| MS Dept Team Leader: Science | 900 | 2nd Pay of Dec. | 1st Pay of June |
| MS Dept Team Leader: Special Education | 900 | 2nd Pay of Dec. | 1st Pay of June |
| ART: HS | 370 | 2nd Pay of Dec. | 1st Pay of June |
| ART: HS | 370 | 2nd Pay of Dec. | 1st Pay of June |
| ART: MS | 370 | 2nd Pay of Dec. | 1st Pay of June |
| FACS: HS | 780 | 2nd Pay of Dec. | 1st Pay of June |
| INDUSTRIAL ARTS: HS | 1140 | 2nd Pay of Dec. | 1st Pay of June |
| INDUSTRIAL ARTS: HS | 1140 | 2nd Pay of Dec. | 1st Pay of June |
| INDUSTRIAL ARTS: HS | 1140 | 2nd Pay of Dec. | 1st Pay of June |
| INDUSTRIAL ARTS: MS | 780 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: HS | 960 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: HS | 960 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: HS | 960 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: HS | 960 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: HS | 960 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: HS | 960 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: MS | 780 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: MS | 780 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: MS | 780 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: MS | 780 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: MS | 780 | 2nd Pay of Dec. | 1st Pay of June |
| SCIENCE: MS | 780 | 2nd Pay of Dec. | 1st Pay of June |
| TESTING COOR: HS | 1540 | 2nd Pay of Dec. | 1st Pay of June |
| G/T Coor: Wakarusa | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| G/T Coor: Nappanee | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| G/T Coor: Woodview | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| G/T Coor: NorthWood Middle | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| G/T Coor: NorthWood High School | 2090 | 2nd Pay of Dec. | 1st Pay of June |
| HIGHER LEARNING COMMISSION DUAL CREDIT (NON- DC AGREEMENT) | 800 | 2nd Pay of Dec. | 1st Pay of June |
| DUAL CREDIT/AP COURSE STIPEND** | 245** | 2nd Pay of Dec. | 1st Pay of June |

| | | | |
|---|---|---|---|
| Cell Phone Free Sponsor MS | 900 | 2nd Pay of Dec. | 1st Pay of June |
| Cell Phone Free Sponsor HS | 900 | 2nd Pay of Dec. | 1st Pay of June |
| MENTOR TEACHER 1 (New to Teaching) | 600 | 2nd Pay of Dec. | 1st Pay of June |
| MENTOR TEACHER 2 (New to WCS with Experience) | 400 | 2nd Pay of Dec. | 1st Pay of June |
| Early College School Leadership Team** | 500** | 2nd Pay of Dec. | 1st Pay of June |

*The number of positions was not bargained but is for information purposes only.
**Position and amount based upon awarded grant funding.

EXTRA-DUTY ASSIGNMENTS

Unless otherwise indicated, the extra-duty salary is the total amount to be paid for an extra-duty assignment. The positions may be split evenly between two employees with mutual agreement between the parties fulfilling the responsibility and the administration.

It is understood by both parties that the establishment of the extra-duty pay within the designated range is the sole responsibility of the Superintendent and the Board.

Extra assignments as set forth in the Extra-Duty Schedule will be offered to teachers on a voluntary basis. No teacher will be given a negative evaluation for not accepting an extra-duty assignment as set forth in the Extra-Duty Schedule nor for applying for release under this provision. This provision is the school's policy, was not bargained, and is included for informational purposes only.

If, after this Contract has been ratified by the Parties concerned, it becomes necessary for the Board to establish new or additional extra-duty assignments not listed in said Extra-Duty Schedule, then it is understood that the Board retains its sole authority to determine said extra-duty assignments. The establishment of the extra-duty salary range for these assignments shall be mutually agreed upon by the Superintendent and members of the Association Welfare Committee and /or its representatives. These extra-duty assignments and the salary range will become negotiable with the Association at the expiration of the present Contract.

The Parties understand that the Board retains its sole authority to hire, promote, transfer, retain or remove any person from any or to any position for which additional compensation is paid.

## APPENDIX A-1
## STIPENDS

| GROWTH STIPENDS* | |
|---|---|
| Stipend No. 1 | 437 |
| Stipend No. 2 | 874 |
| Stipend No. 3 | 1311 |
| Stipend No. 4 | 1748 |
| | |

| APPRECIATION STIPENDS* | |
|---|---|
| Stipend No. 1 | 364 |
| Stipend No. 2 | 728 |
| Stipend No. 3 | 1092 |

*These stipends have limited availability and will be paid only to those teachers who qualified for and were receiving the stipends on the date this contract was executed.

Wa-Nee Community Schools will offer a tuition reimbursement stipend for any teacher of the Wa-Nee Community School's that has attained coursework necessary to teach dual credit or under the new Higher Learning Commission requirements, enrolls in continuing education necessary for certification to teach dual credit classes, and is currently employed by Wa-Nee Community Schools. Wa-Nee Community Schools will also offer a tuition reimbursement stipend for any teacher of the Wa-Nee Community School's that enrolls in continuing education necessary for certification to be the teacher of record for English Language Learner students and is currently employed by Wa-Nee Community Schools. Wa-Nee Community Schools will pay a reimbursement stipend up to $500 per credit hour successfully completed by the teacher for a maximum of 18 credit hours. Any reimbursement stipend paid shall be for only tuition or book fees incurred and documented by the teacher. By accepting the stipend, the teacher commits to continued employment with Wa-Nee Community Schools during the time the teacher is completing the certification and for five years following completion of the certification. Additionally, upon completing the certification, the teacher shall receive an additional $1,250 in compensation annually for teaching the dual credit course(s) or serving as the teacher of record for English Language Learners.

A teacher receiving the stipend who leaves Wa-Nee Community Schools prior to the completion of five years of employment after certification will be responsible for repayment of the stipend. If a teacher completes one year of the five year term, the teacher shall repay 90% of the stipend; if the teacher completes two years of the five year term, the teacher shall repay 80% of the stipend; if the teacher completes three years of the five year term, the teacher shall repay 50% of the stipend; and if the teacher completes four years of the five year term, the teacher shall repay 25% of the stipend. Repayment of the stipend shall be paid in 24 equal monthly installments beginning the first day of the first month following the resignation or termination date. The teacher may make any payment prior to the date due without penalty. If a teacher receiving the stipend leaves Wa-Nee Community Schools before completing the certification or without completing one year of the five year commitment, the full amount of the stipend that teacher received shall be repaid on the effective date of teacher's resignation or termination. Any late payments will bear interest from the date the payment was due until paid at the statutory annual rate. Failure to make any monthly payment in a timely manner in the proper amount shall cause the full amount to become immediately due and payable. If an action is brought for collection of these payments against the teacher, the teacher shall pay all reasonable attorneys' fees and costs of Wa-Nee Community Schools.

In the event a teacher retires after completing at least three years of the five year term and does not accept other employment in a certificated position with another public, private or charter school in the State of Indiana, the teacher shall not be responsible for repaying any portion of the stipend. In

the event a teacher becomes eligible for disability benefits at any time before or after completing the certification, the teacher shall not be responsible for repaying any portion of the stipend.

## APPENDIX B

Wa-Nee Community Schools
Elkhart-Kosciusko Counties, Indiana
CERTIFIED EMPLOYEE SICK LEAVE BANK ENROLLMENT FORM

I hereby voluntarily enroll in the Wa-Nee Community School's Certificated Employee Sick Leave Bank and do authorize the Wa-Nee Community Schools to permanently deposit two of my sick leave days in the Sick Leave Bank. I do so with the following understandings.

1. My enrollment and two day deposit makes me eligible to borrow from the sick leave bank in the event that my own accumulated and current year's allotment of sick leave days is completely exhausted.

2. When my employment with the Wa-Nee School Corporation is terminated, the days that I have deposited to the Sick Leave Bank are not returnable to me.

3. I understand that my eligibility to borrow from the Sick Leave Bank (in case my own accumulated Sick Leave including the current year's sick leave days is exhausted) is dependent upon my prior enrollment and deposit of two days to said Sick Leave Bank. Certificated employees must enroll during the enrollment period or upon initial employment in the system.

4. I cannot borrow more than 180 sick leave days, including my own accumulation, in any one school year.

5. I may borrow from the Sick Leave Bank in more than one school year and on more than one occasion provided that the total of days borrowed and not yet repaid does not exceed 180 days.

6. I am to repay borrowed days as the rate of 5 per year, over a period of years, when I do return to active employment with the Wa-Nee Community Schools.

7. In the event of my death my estate is not charged with days I owe to the Sick Leave Bank.

8. A statement by one or more doctors, possibly including one appointed by the school board, may be required of the certificated employee to borrow extensively from the bank.

_____ _____
Date Signature

_____ _____
Date of Birth Social Security Number

_____
Street City Zip Code

## APPENDIX C

Wa-Nee Community Schools
SICK LEAVE BANK APPLICATION AND AGREEMENT FORM

Official request to borrow sick leave days from the Sick Leave Bank

Days _____ Beginning date to borrow

Due to a prolonged illness or disability, I have now exhausted my current year's allotment of sick leave days as well as my accumulated sick leave days. Since all allotted sick leave days are presently exhausted, I hereby make official request to borrow from the Wa-Nee Community Schools' "Certified Employees Sick Leave Bank" with full knowledge of the limitations and my obligation to repay said bank as per agreement.

I hereby request to borrow sick leave bank days as needed within limitations of Board policy until my health permits me to return to active duty as a certified employee with the Wa-Nee Community Schools (maximum 180 days if under professional contract with the Wa-Nee Community Schools.)

My request to borrow sick leave days from the "Certified Employee's Sick Leave Bank" is made with full knowledge of my obligation for repayment as follows:

I agree to repay the Sick Leave Bank at the rate of at least five (5) days per year when I do return to active employment with the Wa-Nee Community Schools.

If my health permits me to return to active employment and for certain reasons, I elect not to return to active employment with the Wa-Nee Schools, or elect to accept employment elsewhere, I hereby agree to repay the Wa-Nee Schools Community Schools for the sick leave days I have borrowed from the Wa-Nee Certified Employee's Sick Leave Bank in a cash amount equal to that paid my substitute during the time I borrowed from said Sick Leave Bank, but in no case more than I would have earned.

I further agree to repay this cash amount in total upon electing not to return to active employment (should my health permit) with the Wa-Nee Schools-or at the rate of a cash amount equal to ten (10) substitute days per year over a necessary consecutive period of years immediately following my health eligibility to return to active employment. Health eligibility to be determined by appointed or approved physician. I also agree that any amount of unpaid balance due by me after five years after the end of employment on said repayment plan at the above stated rate per year, shall become due immediately upon request by Wa-Nee Community Schools.

In the case of continued disability or in event of death, it is understood that I, my family, or estate will have no obligation in regard to this agreement. Disability to be verified by Board approved or appointed physician.

Signed: _____ Position: _____

**Sick Leave Bank Committee Response:**

☐ Approved Number of Days Awarded: _____

☐ Denied

## APPENDIX D

Wa-Nee Community Schools
Elkhart-Kosciusko Counties, Indiana

GRIEVANCE REPORT FORM

Name of Teacher(s) _____ Date_____

School:_____ Subject or Grade_____

Date of alleged grievance:

**Identify specific provisions of agreement violated:**

**Nature of grievance:** (Please name employees involved, facts giving rise to the grievance, and state the contention of the grievant with respect to the grievance.)

**Settlement Desired:**

**Grievant _____**

**Principal's Reply:**

**Date:_____ Signed:_____**

**Building Principal**

**If additional space is needed, additional sheets may be attached to this form.**

# APPENDIX E

## 2025-2026 Salary Schedule

| STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | $ 47,000 | 91 | $ 51,500 | 181 | $ 56,000 | 271 | $ 60,500 | 361 | $ 65,000 | 451 | $ 69,500 | 541 | $ 74,000 | 631 | $ 78,500 |
| 2 | $ 47,050 | 92 | $ 51,550 | 182 | $ 56,050 | 272 | $ 60,550 | 362 | $ 65,050 | 452 | $ 69,550 | 542 | $ 74,050 | 632 | $ 78,550 |
| 3 | $ 47,100 | 93 | $ 51,600 | 183 | $ 56,100 | 273 | $ 60,600 | 363 | $ 65,100 | 453 | $ 69,600 | 543 | $ 74,100 | 633 | $ 78,600 |
| 4 | $ 47,150 | 94 | $ 51,650 | 184 | $ 56,150 | 274 | $ 60,650 | 364 | $ 65,150 | 454 | $ 69,650 | 544 | $ 74,150 | 634 | $ 78,650 |
| 5 | $ 47,200 | 95 | $ 51,700 | 185 | $ 56,200 | 275 | $ 60,700 | 365 | $ 65,200 | 455 | $ 69,700 | 545 | $ 74,200 | 635 | $ 78,700 |
| 6 | $ 47,250 | 96 | $ 51,750 | 186 | $ 56,250 | 276 | $ 60,750 | 366 | $ 65,250 | 456 | $ 69,750 | 546 | $ 74,250 | 636 | $ 78,750 |
| 7 | $ 47,300 | 97 | $ 51,800 | 187 | $ 56,300 | 277 | $ 60,800 | 367 | $ 65,300 | 457 | $ 69,800 | 547 | $ 74,300 | 637 | $ 78,800 |
| 8 | $ 47,350 | 98 | $ 51,850 | 188 | $ 56,350 | 278 | $ 60,850 | 368 | $ 65,350 | 458 | $ 69,850 | 548 | $ 74,350 | 638 | $ 78,850 |
| 9 | $ 47,400 | 99 | $ 51,900 | 189 | $ 56,400 | 279 | $ 60,900 | 369 | $ 65,400 | 459 | $ 69,900 | 549 | $ 74,400 | 639 | $ 78,900 |
| 10 | $ 47,450 | 100 | $ 51,950 | 190 | $ 56,450 | 280 | $ 60,950 | 370 | $ 65,450 | 460 | $ 69,950 | 550 | $ 74,450 | 640 | $ 78,950 |
| 11 | $ 47,500 | 101 | $ 52,000 | 191 | $ 56,500 | 281 | $ 61,000 | 371 | $ 65,500 | 461 | $ 70,000 | 551 | $ 74,500 | 641 | $ 79,000 |
| 12 | $ 47,550 | 102 | $ 52,050 | 192 | $ 56,550 | 282 | $ 61,050 | 372 | $ 65,550 | 462 | $ 70,050 | 552 | $ 74,550 | 642 | $ 79,050 |
| 13 | $ 47,600 | 103 | $ 52,100 | 193 | $ 56,600 | 283 | $ 61,100 | 373 | $ 65,600 | 463 | $ 70,100 | 553 | $ 74,600 | 643 | $ 79,100 |
| 14 | $ 47,650 | 104 | $ 52,150 | 194 | $ 56,650 | 284 | $ 61,150 | 374 | $ 65,650 | 464 | $ 70,150 | 554 | $ 74,650 | 644 | $ 79,150 |
| 15 | $ 47,700 | 105 | $ 52,200 | 195 | $ 56,700 | 285 | $ 61,200 | 375 | $ 65,700 | 465 | $ 70,200 | 555 | $ 74,700 | 645 | $ 79,200 |
| 16 | $ 47,750 | 106 | $ 52,250 | 196 | $ 56,750 | 286 | $ 61,250 | 376 | $ 65,750 | 466 | $ 70,250 | 556 | $ 74,750 | 646 | $ 79,250 |
| 17 | $ 47,800 | 107 | $ 52,300 | 197 | $ 56,800 | 287 | $ 61,300 | 377 | $ 65,800 | 467 | $ 70,300 | 557 | $ 74,800 | 647 | $ 79,300 |
| 18 | $ 47,850 | 108 | $ 52,350 | 198 | $ 56,850 | 288 | $ 61,350 | 378 | $ 65,850 | 468 | $ 70,350 | 558 | $ 74,850 | 648 | $ 79,350 |
| 19 | $ 47,900 | 109 | $ 52,400 | 199 | $ 56,900 | 289 | $ 61,400 | 379 | $ 65,900 | 469 | $ 70,400 | 559 | $ 74,900 | 649 | $ 79,400 |
| 20 | $ 47,950 | 110 | $ 52,450 | 200 | $ 56,950 | 290 | $ 61,450 | 380 | $ 65,950 | 470 | $ 70,450 | 560 | $ 74,950 | 650 | $ 79,450 |
| 21 | $ 48,000 | 111 | $ 52,500 | 201 | $ 57,000 | 291 | $ 61,500 | 381 | $ 66,000 | 471 | $ 70,500 | 561 | $ 75,000 | 651 | $ 79,500 |
| 22 | $ 48,050 | 112 | $ 52,550 | 202 | $ 57,050 | 292 | $ 61,550 | 382 | $ 66,050 | 472 | $ 70,550 | 562 | $ 75,050 | 652 | $ 79,550 |
| 23 | $ 48,100 | 113 | $ 52,600 | 203 | $ 57,100 | 293 | $ 61,600 | 383 | $ 66,100 | 473 | $ 70,600 | 563 | $ 75,100 | 653 | $ 79,600 |
| 24 | $ 48,150 | 114 | $ 52,650 | 204 | $ 57,150 | 294 | $ 61,650 | 384 | $ 66,150 | 474 | $ 70,650 | 564 | $ 75,150 | 654 | $ 79,650 |
| 25 | $ 48,200 | 115 | $ 52,700 | 205 | $ 57,200 | 295 | $ 61,700 | 385 | $ 66,200 | 475 | $ 70,700 | 565 | $ 75,200 | 655 | $ 79,700 |
| 26 | $ 48,250 | 116 | $ 52,750 | 206 | $ 57,250 | 296 | $ 61,750 | 386 | $ 66,250 | 476 | $ 70,750 | 566 | $ 75,250 | 656 | $ 79,750 |
| 27 | $ 48,300 | 117 | $ 52,800 | 207 | $ 57,300 | 297 | $ 61,800 | 387 | $ 66,300 | 477 | $ 70,800 | 567 | $ 75,300 | 657 | $ 79,800 |
| 28 | $ 48,350 | 118 | $ 52,850 | 208 | $ 57,350 | 298 | $ 61,850 | 388 | $ 66,350 | 478 | $ 70,850 | 568 | $ 75,350 | 658 | $ 79,850 |
| 29 | $ 48,400 | 119 | $ 52,900 | 209 | $ 57,400 | 299 | $ 61,900 | 389 | $ 66,400 | 479 | $ 70,900 | 569 | $ 75,400 | 659 | $ 79,900 |
| 30 | $ 48,450 | 120 | $ 52,950 | 210 | $ 57,450 | 300 | $ 61,950 | 390 | $ 66,450 | 480 | $ 70,950 | 570 | $ 75,450 | 660 | $ 79,950 |
| 31 | $ 48,500 | 121 | $ 53,000 | 211 | $ 57,500 | 301 | $ 62,000 | 391 | $ 66,500 | 481 | $ 71,000 | 571 | $ 75,500 | 661 | $ 80,000 |
| 32 | $ 48,550 | 122 | $ 53,050 | 212 | $ 57,550 | 302 | $ 62,050 | 392 | $ 66,550 | 482 | $ 71,050 | 572 | $ 75,550 | 662 | $ 80,050 |
| 33 | $ 48,600 | 123 | $ 53,100 | 213 | $ 57,600 | 303 | $ 62,100 | 393 | $ 66,600 | 483 | $ 71,100 | 573 | $ 75,600 | 663 | $ 80,100 |
| 34 | $ 48,650 | 124 | $ 53,150 | 214 | $ 57,650 | 304 | $ 62,150 | 394 | $ 66,650 | 484 | $ 71,150 | 574 | $ 75,650 | 664 | $ 80,150 |
| 35 | $ 48,700 | 125 | $ 53,200 | 215 | $ 57,700 | 305 | $ 62,200 | 395 | $ 66,700 | 485 | $ 71,200 | 575 | $ 75,700 | 665 | $ 80,200 |
| 36 | $ 48,750 | 126 | $ 53,250 | 216 | $ 57,750 | 306 | $ 62,250 | 396 | $ 66,750 | 486 | $ 71,250 | 576 | $ 75,750 | 666 | $ 80,250 |
| 37 | $ 48,800 | 127 | $ 53,300 | 217 | $ 57,800 | 307 | $ 62,300 | 397 | $ 66,800 | 487 | $ 71,300 | 577 | $ 75,800 | 667 | $ 80,300 |
| 38 | $ 48,850 | 128 | $ 53,350 | 218 | $ 57,850 | 308 | $ 62,350 | 398 | $ 66,850 | 488 | $ 71,350 | 578 | $ 75,850 | 668 | $ 80,350 |
| 39 | $ 48,900 | 129 | $ 53,400 | 219 | $ 57,900 | 309 | $ 62,400 | 399 | $ 66,900 | 489 | $ 71,400 | 579 | $ 75,900 | 669 | $ 80,400 |
| 40 | $ 48,950 | 130 | $ 53,450 | 220 | $ 57,950 | 310 | $ 62,450 | 400 | $ 66,950 | 490 | $ 71,450 | 580 | $ 75,950 | 670 | $ 80,450 |
| 41 | $ 49,000 | 131 | $ 53,500 | 221 | $ 58,000 | 311 | $ 62,500 | 401 | $ 67,000 | 491 | $ 71,500 | 581 | $ 76,000 | 671 | $ 80,500 |
| 42 | $ 49,050 | 132 | $ 53,550 | 222 | $ 58,050 | 312 | $ 62,550 | 402 | $ 67,050 | 492 | $ 71,550 | 582 | $ 76,050 | 672 | $ 80,550 |
| 43 | $ 49,100 | 133 | $ 53,600 | 223 | $ 58,100 | 313 | $ 62,600 | 403 | $ 67,100 | 493 | $ 71,600 | 583 | $ 76,100 | 673 | $ 80,600 |
| 44 | $ 49,150 | 134 | $ 53,650 | 224 | $ 58,150 | 314 | $ 62,650 | 404 | $ 67,150 | 494 | $ 71,650 | 584 | $ 76,150 | 674 | $ 80,650 |
| 45 | $ 49,200 | 135 | $ 53,700 | 225 | $ 58,200 | 315 | $ 62,700 | 405 | $ 67,200 | 495 | $ 71,700 | 585 | $ 76,200 | 675 | $ 80,700 |
| 46 | $ 49,250 | 136 | $ 53,750 | 226 | $ 58,250 | 316 | $ 62,750 | 406 | $ 67,250 | 496 | $ 71,750 | 586 | $ 76,250 | 676 | $ 80,750 |
| 47 | $ 49,300 | 137 | $ 53,800 | 227 | $ 58,300 | 317 | $ 62,800 | 407 | $ 67,300 | 497 | $ 71,800 | 587 | $ 76,300 | 677 | $ 80,800 |
| 48 | $ 49,350 | 138 | $ 53,850 | 228 | $ 58,350 | 318 | $ 62,850 | 408 | $ 67,350 | 498 | $ 71,850 | 588 | $ 76,350 | 678 | $ 80,850 |
| 49 | $ 49,400 | 139 | $ 53,900 | 229 | $ 58,400 | 319 | $ 62,900 | 409 | $ 67,400 | 499 | $ 71,900 | 589 | $ 76,400 | 679 | $ 80,900 |
| 50 | $ 49,450 | 140 | $ 53,950 | 230 | $ 58,450 | 320 | $ 62,950 | 410 | $ 67,450 | 500 | $ 71,950 | 590 | $ 76,450 | 680 | $ 80,950 |
| 51 | $ 49,500 | 141 | $ 54,000 | 231 | $ 58,500 | 321 | $ 63,000 | 411 | $ 67,500 | 501 | $ 72,000 | 591 | $ 76,500 | 681 | $ 81,000 |
| 52 | $ 49,550 | 142 | $ 54,050 | 232 | $ 58,550 | 322 | $ 63,050 | 412 | $ 67,550 | 502 | $ 72,050 | 592 | $ 76,550 | 682 | $ 81,050 |
| 53 | $ 49,600 | 143 | $ 54,100 | 233 | $ 58,600 | 323 | $ 63,100 | 413 | $ 67,600 | 503 | $ 72,100 | 593 | $ 76,600 | 683 | $ 81,100 |
| 54 | $ 49,650 | 144 | $ 54,150 | 234 | $ 58,650 | 324 | $ 63,150 | 414 | $ 67,650 | 504 | $ 72,150 | 594 | $ 76,650 | 684 | $ 81,150 |
| 55 | $ 49,700 | 145 | $ 54,200 | 235 | $ 58,700 | 325 | $ 63,200 | 415 | $ 67,700 | 505 | $ 72,200 | 595 | $ 76,700 | 685 | $ 81,200 |
| 56 | $ 49,750 | 146 | $ 54,250 | 236 | $ 58,750 | 326 | $ 63,250 | 416 | $ 67,750 | 506 | $ 72,250 | 596 | $ 76,750 | 686 | $ 81,250 |
| 57 | $ 49,800 | 147 | $ 54,300 | 237 | $ 58,800 | 327 | $ 63,300 | 417 | $ 67,800 | 507 | $ 72,300 | 597 | $ 76,800 | 687 | $ 81,300 |
| 58 | $ 49,850 | 148 | $ 54,350 | 238 | $ 58,850 | 328 | $ 63,350 | 418 | $ 67,850 | 508 | $ 72,350 | 598 | $ 76,850 | 688 | $ 81,350 |
| 59 | $ 49,900 | 149 | $ 54,400 | 239 | $ 58,900 | 329 | $ 63,400 | 419 | $ 67,900 | 509 | $ 72,400 | 599 | $ 76,900 | 689 | $ 81,400 |
| 60 | $ 49,950 | 150 | $ 54,450 | 240 | $ 58,950 | 330 | $ 63,450 | 420 | $ 67,950 | 510 | $ 72,450 | 600 | $ 76,950 | 690 | $ 81,450 |
| 61 | $ 50,000 | 151 | $ 54,500 | 241 | $ 59,000 | 331 | $ 63,500 | 421 | $ 68,000 | 511 | $ 72,500 | 601 | $ 77,000 | 691 | $ 81,500 |
| 62 | $ 50,050 | 152 | $ 54,550 | 242 | $ 59,050 | 332 | $ 63,550 | 422 | $ 68,050 | 512 | $ 72,550 | 602 | $ 77,050 | 692 | $ 81,550 |
| 63 | $ 50,100 | 153 | $ 54,600 | 243 | $ 59,100 | 333 | $ 63,600 | 423 | $ 68,100 | 513 | $ 72,600 | 603 | $ 77,100 | 693 | $ 81,600 |
| 64 | $ 50,150 | 154 | $ 54,650 | 244 | $ 59,150 | 334 | $ 63,650 | 424 | $ 68,150 | 514 | $ 72,650 | 604 | $ 77,150 | 694 | $ 81,650 |
| 65 | $ 50,200 | 155 | $ 54,700 | 245 | $ 59,200 | 335 | $ 63,700 | 425 | $ 68,200 | 515 | $ 72,700 | 605 | $ 77,200 | 695 | $ 81,700 |
| 66 | $ 50,250 | 156 | $ 54,750 | 246 | $ 59,250 | 336 | $ 63,750 | 426 | $ 68,250 | 516 | $ 72,750 | 606 | $ 77,250 | 696 | $ 81,750 |
| 67 | $ 50,300 | 157 | $ 54,800 | 247 | $ 59,300 | 337 | $ 63,800 | 427 | $ 68,300 | 517 | $ 72,800 | 607 | $ 77,300 | 697 | $ 81,800 |
| 68 | $ 50,350 | 158 | $ 54,850 | 248 | $ 59,350 | 338 | $ 63,850 | 428 | $ 68,350 | 518 | $ 72,850 | 608 | $ 77,350 | 698 | $ 81,850 |
| 69 | $ 50,400 | 159 | $ 54,900 | 249 | $ 59,400 | 339 | $ 63,900 | 429 | $ 68,400 | 519 | $ 72,900 | 609 | $ 77,400 | 699 | $ 81,900 |
| 70 | $ 50,450 | 160 | $ 54,950 | 250 | $ 59,450 | 340 | $ 63,950 | 430 | $ 68,450 | 520 | $ 72,950 | 610 | $ 77,450 | 700 | $ 81,950 |
| 71 | $ 50,500 | 161 | $ 55,000 | 251 | $ 59,500 | 341 | $ 64,000 | 431 | $ 68,500 | 521 | $ 73,000 | 611 | $ 77,500 | 701 | $ 82,000 |
| 72 | $ 50,550 | 162 | $ 55,050 | 252 | $ 59,550 | 342 | $ 64,050 | 432 | $ 68,550 | 522 | $ 73,050 | 612 | $ 77,550 | 702 | $ 82,050 |
| 73 | $ 50,600 | 163 | $ 55,100 | 253 | $ 59,600 | 343 | $ 64,100 | 433 | $ 68,600 | 523 | $ 73,100 | 613 | $ 77,600 | 703 | $ 82,100 |
| 74 | $ 50,650 | 164 | $ 55,150 | 254 | $ 59,650 | 344 | $ 64,150 | 434 | $ 68,650 | 524 | $ 73,150 | 614 | $ 77,650 | 704 | $ 82,150 |
| 75 | $ 50,700 | 165 | $ 55,200 | 255 | $ 59,700 | 345 | $ 64,200 | 435 | $ 68,700 | 525 | $ 73,200 | 615 | $ 77,700 | 705 | $ 82,200 |
| 76 | $ 50,750 | 166 | $ 55,250 | 256 | $ 59,750 | 346 | $ 64,250 | 436 | $ 68,750 | 526 | $ 73,250 | 616 | $ 77,750 | 706 | $ 82,250 |
| 77 | $ 50,800 | 167 | $ 55,300 | 257 | $ 59,800 | 347 | $ 64,300 | 437 | $ 68,800 | 527 | $ 73,300 | 617 | $ 77,800 | 707 | $ 82,300 |
| 78 | $ 50,850 | 168 | $ 55,350 | 258 | $ 59,850 | 348 | $ 64,350 | 438 | $ 68,850 | 528 | $ 73,350 | 618 | $ 77,850 | 708 | $ 82,350 |
| 79 | $ 50,900 | 169 | $ 55,400 | 259 | $ 59,900 | 349 | $ 64,400 | 439 | $ 68,900 | 529 | $ 73,400 | 619 | $ 77,900 | 709 | $ 82,400 |
| 80 | $ 50,950 | 170 | $ 55,450 | 260 | $ 59,950 | 350 | $ 64,450 | 440 | $ 68,950 | 530 | $ 73,450 | 620 | $ 77,950 | 710 | $ 82,450 |
| 81 | $ 51,000 | 171 | $ 55,500 | 261 | $ 60,000 | 351 | $ 64,500 | 441 | $ 69,000 | 531 | $ 73,500 | 621 | $ 78,000 | 711 | $ 82,500 |
| 82 | $ 51,050 | 172 | $ 55,550 | 262 | $ 60,050 | 352 | $ 64,550 | 442 | $ 69,050 | 532 | $ 73,550 | 622 | $ 78,050 | 712 | $ 82,550 |
| 83 | $ 51,100 | 173 | $ 55,600 | 263 | $ 60,100 | 353 | $ 64,600 | 443 | $ 69,100 | 533 | $ 73,600 | 623 | $ 78,100 | 713 | $ 82,600 |
| 84 | $ 51,150 | 174 | $ 55,650 | 264 | $ 60,150 | 354 | $ 64,650 | 444 | $ 69,150 | 534 | $ 73,650 | 624 | $ 78,150 | 714 | $ 82,650 |
| 85 | $ 51,200 | 175 | $ 55,700 | 265 | $ 60,200 | 355 | $ 64,700 | 445 | $ 69,200 | 535 | $ 73,700 | 625 | $ 78,200 | 715 | $ 82,700 |
| 86 | $ 51,250 | 176 | $ 55,750 | 266 | $ 60,250 | 356 | $ 64,750 | 446 | $ 69,250 | 536 | $ 73,750 | 626 | $ 78,250 | 716 | $ 82,750 |
| 87 | $ 51,300 | 177 | $ 55,800 | 267 | $ 60,300 | 357 | $ 64,800 | 447 | $ 69,300 | 537 | $ 73,800 | 627 | $ 78,300 | 717 | $ 82,800 |
| 88 | $ 51,350 | 178 | $ 55,850 | 268 | $ 60,350 | 358 | $ 64,850 | 448 | $ 69,350 | 538 | $ 73,850 | 628 | $ 78,350 | 718 | $ 82,850 |
| 89 | $ 51,400 | 179 | $ 55,900 | 269 | $ 60,400 | 359 | $ 64,900 | 449 | $ 69,400 | 539 | $ 73,900 | 629 | $ 78,400 | 719 | $ 82,900 |
| 90 | $ 51,450 | 180 | $ 55,950 | 270 | $ 60,450 | 360 | $ 64,950 | 450 | $ 69,450 | 540 | $ 73,950 | 630 | $ 78,450 | 720 | $ 82,950 |

# 2026 – 2027 Salary Schedule

| STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY | STEP | SALARY |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | $ 48,000 | 91 | $ 52,500 | 181 | $ 57,000 | 271 | $ 61,500 | 361 | $ 66,000 | 451 | $ 70,500 | 541 | $ 75,000 | 631 | $ 79,500 |
| 2 | $ 48,050 | 92 | $ 52,550 | 182 | $ 57,050 | 272 | $ 61,550 | 362 | $ 66,050 | 452 | $ 70,550 | 542 | $ 75,050 | 632 | $ 79,550 |
| 3 | $ 48,100 | 93 | $ 52,600 | 183 | $ 57,100 | 273 | $ 61,600 | 363 | $ 66,100 | 453 | $ 70,600 | 543 | $ 75,100 | 633 | $ 79,600 |
| 4 | $ 48,150 | 94 | $ 52,650 | 184 | $ 57,150 | 274 | $ 61,650 | 364 | $ 66,150 | 454 | $ 70,650 | 544 | $ 75,150 | 634 | $ 79,650 |
| 5 | $ 48,200 | 95 | $ 52,700 | 185 | $ 57,200 | 275 | $ 61,700 | 365 | $ 66,200 | 455 | $ 70,700 | 545 | $ 75,200 | 635 | $ 79,700 |
| 6 | $ 48,250 | 96 | $ 52,750 | 186 | $ 57,250 | 276 | $ 61,750 | 366 | $ 66,250 | 456 | $ 70,750 | 546 | $ 75,250 | 636 | $ 79,750 |
| 7 | $ 48,300 | 97 | $ 52,800 | 187 | $ 57,300 | 277 | $ 61,800 | 367 | $ 66,300 | 457 | $ 70,800 | 547 | $ 75,300 | 637 | $ 79,800 |
| 8 | $ 48,350 | 98 | $ 52,850 | 188 | $ 57,350 | 278 | $ 61,850 | 368 | $ 66,350 | 458 | $ 70,850 | 548 | $ 75,350 | 638 | $ 79,850 |
| 9 | $ 48,400 | 99 | $ 52,900 | 189 | $ 57,400 | 279 | $ 61,900 | 369 | $ 66,400 | 459 | $ 70,900 | 549 | $ 75,400 | 639 | $ 79,900 |
| 10 | $ 48,450 | 100 | $ 52,950 | 190 | $ 57,450 | 280 | $ 61,950 | 370 | $ 66,450 | 460 | $ 70,950 | 550 | $ 75,450 | 640 | $ 79,950 |
| 11 | $ 48,500 | 101 | $ 53,000 | 191 | $ 57,500 | 281 | $ 62,000 | 371 | $ 66,500 | 461 | $ 71,000 | 551 | $ 75,500 | 641 | $ 80,000 |
| 12 | $ 48,550 | 102 | $ 53,050 | 192 | $ 57,550 | 282 | $ 62,050 | 372 | $ 66,550 | 462 | $ 71,050 | 552 | $ 75,550 | 642 | $ 80,050 |
| 13 | $ 48,600 | 103 | $ 53,100 | 193 | $ 57,600 | 283 | $ 62,100 | 373 | $ 66,600 | 463 | $ 71,100 | 553 | $ 75,600 | 643 | $ 80,100 |
| 14 | $ 48,650 | 104 | $ 53,150 | 194 | $ 57,650 | 284 | $ 62,150 | 374 | $ 66,650 | 464 | $ 71,150 | 554 | $ 75,650 | 644 | $ 80,150 |
| 15 | $ 48,700 | 105 | $ 53,200 | 195 | $ 57,700 | 285 | $ 62,200 | 375 | $ 66,700 | 465 | $ 71,200 | 555 | $ 75,700 | 645 | $ 80,200 |
| 16 | $ 48,750 | 106 | $ 53,250 | 196 | $ 57,750 | 286 | $ 62,250 | 376 | $ 66,750 | 466 | $ 71,250 | 556 | $ 75,750 | 646 | $ 80,250 |
| 17 | $ 48,800 | 107 | $ 53,300 | 197 | $ 57,800 | 287 | $ 62,300 | 377 | $ 66,800 | 467 | $ 71,300 | 557 | $ 75,800 | 647 | $ 80,300 |
| 18 | $ 48,850 | 108 | $ 53,350 | 198 | $ 57,850 | 288 | $ 62,350 | 378 | $ 66,850 | 468 | $ 71,350 | 558 | $ 75,850 | 648 | $ 80,350 |
| 19 | $ 48,900 | 109 | $ 53,400 | 199 | $ 57,900 | 289 | $ 62,400 | 379 | $ 66,900 | 469 | $ 71,400 | 559 | $ 75,900 | 649 | $ 80,400 |
| 20 | $ 48,950 | 110 | $ 53,450 | 200 | $ 57,950 | 290 | $ 62,450 | 380 | $ 66,950 | 470 | $ 71,450 | 560 | $ 75,950 | 650 | $ 80,450 |
| 21 | $ 49,000 | 111 | $ 53,500 | 201 | $ 58,000 | 291 | $ 62,500 | 381 | $ 67,000 | 471 | $ 71,500 | 561 | $ 76,000 | 651 | $ 80,500 |
| 22 | $ 49,050 | 112 | $ 53,550 | 202 | $ 58,050 | 292 | $ 62,550 | 382 | $ 67,050 | 472 | $ 71,550 | 562 | $ 76,050 | 652 | $ 80,550 |
| 23 | $ 49,100 | 113 | $ 53,600 | 203 | $ 58,100 | 293 | $ 62,600 | 383 | $ 67,100 | 473 | $ 71,600 | 563 | $ 76,100 | 653 | $ 80,600 |
| 24 | $ 49,150 | 114 | $ 53,650 | 204 | $ 58,150 | 294 | $ 62,650 | 384 | $ 67,150 | 474 | $ 71,650 | 564 | $ 76,150 | 654 | $ 80,650 |
| 25 | $ 49,200 | 115 | $ 53,700 | 205 | $ 58,200 | 295 | $ 62,700 | 385 | $ 67,200 | 475 | $ 71,700 | 565 | $ 76,200 | 655 | $ 80,700 |
| 26 | $ 49,250 | 116 | $ 53,750 | 206 | $ 58,250 | 296 | $ 62,750 | 386 | $ 67,250 | 476 | $ 71,750 | 566 | $ 76,250 | 656 | $ 80,750 |
| 27 | $ 49,300 | 117 | $ 53,800 | 207 | $ 58,300 | 297 | $ 62,800 | 387 | $ 67,300 | 477 | $ 71,800 | 567 | $ 76,300 | 657 | $ 80,800 |
| 28 | $ 49,350 | 118 | $ 53,850 | 208 | $ 58,350 | 298 | $ 62,850 | 388 | $ 67,350 | 478 | $ 71,850 | 568 | $ 76,350 | 658 | $ 80,850 |
| 29 | $ 49,400 | 119 | $ 53,900 | 209 | $ 58,400 | 299 | $ 62,900 | 389 | $ 67,400 | 479 | $ 71,900 | 569 | $ 76,400 | 659 | $ 80,900 |
| 30 | $ 49,450 | 120 | $ 53,950 | 210 | $ 58,450 | 300 | $ 62,950 | 390 | $ 67,450 | 480 | $ 71,950 | 570 | $ 76,450 | 660 | $ 80,950 |
| 31 | $ 49,500 | 121 | $ 54,000 | 211 | $ 58,500 | 301 | $ 63,000 | 391 | $ 67,500 | 481 | $ 72,000 | 571 | $ 76,500 | 661 | $ 81,000 |
| 32 | $ 49,550 | 122 | $ 54,050 | 212 | $ 58,550 | 302 | $ 63,050 | 392 | $ 67,550 | 482 | $ 72,050 | 572 | $ 76,550 | 662 | $ 81,050 |
| 33 | $ 49,600 | 123 | $ 54,100 | 213 | $ 58,600 | 303 | $ 63,100 | 393 | $ 67,600 | 483 | $ 72,100 | 573 | $ 76,600 | 663 | $ 81,100 |
| 34 | $ 49,650 | 124 | $ 54,150 | 214 | $ 58,650 | 304 | $ 63,150 | 394 | $ 67,650 | 484 | $ 72,150 | 574 | $ 76,650 | 664 | $ 81,150 |
| 35 | $ 49,700 | 125 | $ 54,200 | 215 | $ 58,700 | 305 | $ 63,200 | 395 | $ 67,700 | 485 | $ 72,200 | 575 | $ 76,700 | 665 | $ 81,200 |
| 36 | $ 49,750 | 126 | $ 54,250 | 216 | $ 58,750 | 306 | $ 63,250 | 396 | $ 67,750 | 486 | $ 72,250 | 576 | $ 76,750 | 666 | $ 81,250 |
| 37 | $ 49,800 | 127 | $ 54,300 | 217 | $ 58,800 | 307 | $ 63,300 | 397 | $ 67,800 | 487 | $ 72,300 | 577 | $ 76,800 | 667 | $ 81,300 |
| 38 | $ 49,850 | 128 | $ 54,350 | 218 | $ 58,850 | 308 | $ 63,350 | 398 | $ 67,850 | 488 | $ 72,350 | 578 | $ 76,850 | 668 | $ 81,350 |
| 39 | $ 49,900 | 129 | $ 54,400 | 219 | $ 58,900 | 309 | $ 63,400 | 399 | $ 67,900 | 489 | $ 72,400 | 579 | $ 76,900 | 669 | $ 81,400 |
| 40 | $ 49,950 | 130 | $ 54,450 | 220 | $ 58,950 | 310 | $ 63,450 | 400 | $ 67,950 | 490 | $ 72,450 | 580 | $ 76,950 | 670 | $ 81,450 |
| 41 | $ 50,000 | 131 | $ 54,500 | 221 | $ 59,000 | 311 | $ 63,500 | 401 | $ 68,000 | 491 | $ 72,500 | 581 | $ 77,000 | 671 | $ 81,500 |
| 42 | $ 50,050 | 132 | $ 54,550 | 222 | $ 59,050 | 312 | $ 63,550 | 402 | $ 68,050 | 492 | $ 72,550 | 582 | $ 77,050 | 672 | $ 81,550 |
| 43 | $ 50,100 | 133 | $ 54,600 | 223 | $ 59,100 | 313 | $ 63,600 | 403 | $ 68,100 | 493 | $ 72,600 | 583 | $ 77,100 | 673 | $ 81,600 |
| 44 | $ 50,150 | 134 | $ 54,650 | 224 | $ 59,150 | 314 | $ 63,650 | 404 | $ 68,150 | 494 | $ 72,650 | 584 | $ 77,150 | 674 | $ 81,650 |
| 45 | $ 50,200 | 135 | $ 54,700 | 225 | $ 59,200 | 315 | $ 63,700 | 405 | $ 68,200 | 495 | $ 72,700 | 585 | $ 77,200 | 675 | $ 81,700 |
| 46 | $ 50,250 | 136 | $ 54,750 | 226 | $ 59,250 | 316 | $ 63,750 | 406 | $ 68,250 | 496 | $ 72,750 | 586 | $ 77,250 | 676 | $ 81,750 |
| 47 | $ 50,300 | 137 | $ 54,800 | 227 | $ 59,300 | 317 | $ 63,800 | 407 | $ 68,300 | 497 | $ 72,800 | 587 | $ 77,300 | 677 | $ 81,800 |
| 48 | $ 50,350 | 138 | $ 54,850 | 228 | $ 59,350 | 318 | $ 63,850 | 408 | $ 68,350 | 498 | $ 72,850 | 588 | $ 77,350 | 678 | $ 81,850 |
| 49 | $ 50,400 | 139 | $ 54,900 | 229 | $ 59,400 | 319 | $ 63,900 | 409 | $ 68,400 | 499 | $ 72,900 | 589 | $ 77,400 | 679 | $ 81,900 |
| 50 | $ 50,450 | 140 | $ 54,950 | 230 | $ 59,450 | 320 | $ 63,950 | 410 | $ 68,450 | 500 | $ 72,950 | 590 | $ 77,450 | 680 | $ 81,950 |
| 51 | $ 50,500 | 141 | $ 55,000 | 231 | $ 59,500 | 321 | $ 64,000 | 411 | $ 68,500 | 501 | $ 73,000 | 591 | $ 77,500 | 681 | $ 82,000 |
| 52 | $ 50,550 | 142 | $ 55,050 | 232 | $ 59,550 | 322 | $ 64,050 | 412 | $ 68,550 | 502 | $ 73,050 | 592 | $ 77,550 | 682 | $ 82,050 |
| 53 | $ 50,600 | 143 | $ 55,100 | 233 | $ 59,600 | 323 | $ 64,100 | 413 | $ 68,600 | 503 | $ 73,100 | 593 | $ 77,600 | 683 | $ 82,100 |
| 54 | $ 50,650 | 144 | $ 55,150 | 234 | $ 59,650 | 324 | $ 64,150 | 414 | $ 68,650 | 504 | $ 73,150 | 594 | $ 77,650 | 684 | $ 82,150 |
| 55 | $ 50,700 | 145 | $ 55,200 | 235 | $ 59,700 | 325 | $ 64,200 | 415 | $ 68,700 | 505 | $ 73,200 | 595 | $ 77,700 | 685 | $ 82,200 |
| 56 | $ 50,750 | 146 | $ 55,250 | 236 | $ 59,750 | 326 | $ 64,250 | 416 | $ 68,750 | 506 | $ 73,250 | 596 | $ 77,750 | 686 | $ 82,250 |
| 57 | $ 50,800 | 147 | $ 55,300 | 237 | $ 59,800 | 327 | $ 64,300 | 417 | $ 68,800 | 507 | $ 73,300 | 597 | $ 77,800 | 687 | $ 82,300 |
| 58 | $ 50,850 | 148 | $ 55,350 | 238 | $ 59,850 | 328 | $ 64,350 | 418 | $ 68,850 | 508 | $ 73,350 | 598 | $ 77,850 | 688 | $ 82,350 |
| 59 | $ 50,900 | 149 | $ 55,400 | 239 | $ 59,900 | 329 | $ 64,400 | 419 | $ 68,900 | 509 | $ 73,400 | 599 | $ 77,900 | 689 | $ 82,400 |
| 60 | $ 50,950 | 150 | $ 55,450 | 240 | $ 59,950 | 330 | $ 64,450 | 420 | $ 68,950 | 510 | $ 73,450 | 600 | $ 77,950 | 690 | $ 82,450 |
| 61 | $ 51,000 | 151 | $ 55,500 | 241 | $ 60,000 | 331 | $ 64,500 | 421 | $ 69,000 | 511 | $ 73,500 | 601 | $ 78,000 | 691 | $ 82,500 |
| 62 | $ 51,050 | 152 | $ 55,550 | 242 | $ 60,050 | 332 | $ 64,550 | 422 | $ 69,050 | 512 | $ 73,550 | 602 | $ 78,050 | 692 | $ 82,550 |
| 63 | $ 51,100 | 153 | $ 55,600 | 243 | $ 60,100 | 333 | $ 64,600 | 423 | $ 69,100 | 513 | $ 73,600 | 603 | $ 78,100 | 693 | $ 82,600 |
| 64 | $ 51,150 | 154 | $ 55,650 | 244 | $ 60,150 | 334 | $ 64,650 | 424 | $ 69,150 | 514 | $ 73,650 | 604 | $ 78,150 | 694 | $ 82,650 |
| 65 | $ 51,200 | 155 | $ 55,700 | 245 | $ 60,200 | 335 | $ 64,700 | 425 | $ 69,200 | 515 | $ 73,700 | 605 | $ 78,200 | 695 | $ 82,700 |
| 66 | $ 51,250 | 156 | $ 55,750 | 246 | $ 60,250 | 336 | $ 64,750 | 426 | $ 69,250 | 516 | $ 73,750 | 606 | $ 78,250 | 696 | $ 82,750 |
| 67 | $ 51,300 | 157 | $ 55,800 | 247 | $ 60,300 | 337 | $ 64,800 | 427 | $ 69,300 | 517 | $ 73,800 | 607 | $ 78,300 | 697 | $ 82,800 |
| 68 | $ 51,350 | 158 | $ 55,850 | 248 | $ 60,350 | 338 | $ 64,850 | 428 | $ 69,350 | 518 | $ 73,850 | 608 | $ 78,350 | 698 | $ 82,850 |
| 69 | $ 51,400 | 159 | $ 55,900 | 249 | $ 60,400 | 339 | $ 64,900 | 429 | $ 69,400 | 519 | $ 73,900 | 609 | $ 78,400 | 699 | $ 82,900 |
| 70 | $ 51,450 | 160 | $ 55,950 | 250 | $ 60,450 | 340 | $ 64,950 | 430 | $ 69,450 | 520 | $ 73,950 | 610 | $ 78,450 | 700 | $ 82,950 |
| 71 | $ 51,500 | 161 | $ 56,000 | 251 | $ 60,500 | 341 | $ 65,000 | 431 | $ 69,500 | 521 | $ 74,000 | 611 | $ 78,500 | 701 | $ 83,000 |
| 72 | $ 51,550 | 162 | $ 56,050 | 252 | $ 60,550 | 342 | $ 65,050 | 432 | $ 69,550 | 522 | $ 74,050 | 612 | $ 78,550 | 702 | $ 83,050 |
| 73 | $ 51,600 | 163 | $ 56,100 | 253 | $ 60,600 | 343 | $ 65,100 | 433 | $ 69,600 | 523 | $ 74,100 | 613 | $ 78,600 | 703 | $ 83,100 |
| 74 | $ 51,650 | 164 | $ 56,150 | 254 | $ 60,650 | 344 | $ 65,150 | 434 | $ 69,650 | 524 | $ 74,150 | 614 | $ 78,650 | 704 | $ 83,150 |
| 75 | $ 51,700 | 165 | $ 56,200 | 255 | $ 60,700 | 345 | $ 65,200 | 435 | $ 69,700 | 525 | $ 74,200 | 615 | $ 78,700 | 705 | $ 83,200 |
| 76 | $ 51,750 | 166 | $ 56,250 | 256 | $ 60,750 | 346 | $ 65,250 | 436 | $ 69,750 | 526 | $ 74,250 | 616 | $ 78,750 | 706 | $ 83,250 |
| 77 | $ 51,800 | 167 | $ 56,300 | 257 | $ 60,800 | 347 | $ 65,300 | 437 | $ 69,800 | 527 | $ 74,300 | 617 | $ 78,800 | 707 | $ 83,300 |
| 78 | $ 51,850 | 168 | $ 56,350 | 258 | $ 60,850 | 348 | $ 65,350 | 438 | $ 69,850 | 528 | $ 74,350 | 618 | $ 78,850 | 708 | $ 83,350 |
| 79 | $ 51,900 | 169 | $ 56,400 | 259 | $ 60,900 | 349 | $ 65,400 | 439 | $ 69,900 | 529 | $ 74,400 | 619 | $ 78,900 | 709 | $ 83,400 |
| 80 | $ 51,950 | 170 | $ 56,450 | 260 | $ 60,950 | 350 | $ 65,450 | 440 | $ 69,950 | 530 | $ 74,450 | 620 | $ 78,950 | 710 | $ 83,450 |
| 81 | $ 52,000 | 171 | $ 56,500 | 261 | $ 61,000 | 351 | $ 65,500 | 441 | $ 70,000 | 531 | $ 74,500 | 621 | $ 79,000 | 711 | $ 83,500 |
| 82 | $ 52,050 | 172 | $ 56,550 | 262 | $ 61,050 | 352 | $ 65,550 | 442 | $ 70,050 | 532 | $ 74,550 | 622 | $ 79,050 | 712 | $ 83,550 |
| 83 | $ 52,100 | 173 | $ 56,600 | 263 | $ 61,100 | 353 | $ 65,600 | 443 | $ 70,100 | 533 | $ 74,600 | 623 | $ 79,100 | 713 | $ 83,600 |
| 84 | $ 52,150 | 174 | $ 56,650 | 264 | $ 61,150 | 354 | $ 65,650 | 444 | $ 70,150 | 534 | $ 74,650 | 624 | $ 79,150 | 714 | $ 83,650 |
| 85 | $ 52,200 | 175 | $ 56,700 | 265 | $ 61,200 | 355 | $ 65,700 | 445 | $ 70,200 | 535 | $ 74,700 | 625 | $ 79,200 | 715 | $ 83,700 |
| 86 | $ 52,250 | 176 | $ 56,750 | 266 | $ 61,250 | 356 | $ 65,750 | 446 | $ 70,250 | 536 | $ 74,750 | 626 | $ 79,250 | 716 | $ 83,750 |
| 87 | $ 52,300 | 177 | $ 56,800 | 267 | $ 61,300 | 357 | $ 65,800 | 447 | $ 70,300 | 537 | $ 74,800 | 627 | $ 79,300 | 717 | $ 83,800 |
| 88 | $ 52,350 | 178 | $ 56,850 | 268 | $ 61,350 | 358 | $ 65,850 | 448 | $ 70,350 | 538 | $ 74,850 | 628 | $ 79,350 | 718 | $ 83,850 |
| 89 | $ 52,400 | 179 | $ 56,900 | 269 | $ 61,400 | 359 | $ 65,900 | 449 | $ 70,400 | 539 | $ 74,900 | 629 | $ 79,400 | 719 | $ 83,900 |
| 90 | $ 52,450 | 180 | $ 56,950 | 270 | $ 61,450 | 360 | $ 65,950 | 450 | $ 70,450 | 540 | $ 74,950 | 630 | $ 79,450 | 720 | $ 83,950 |