

TEACHER AGREEMENT

between the

**WEST WASHINGTON SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES**

and the

WWEA TEACHERS ASSOCIATION

2017-18

2018-19

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WEST WASHINGTON SCHOOL CORPORATION
Certified Staff Wages and Wage Related Fringes
July 1, 2017 through June 30, 2019

ARTICLE I – INTRODUCTION

This Contract is made by and between the Board of School Trustees of the West Washington School Corporation, as the school employer, and the WWEA, as the exclusive representative of certified employees.

A. DEFINITIONS

1. The term “teacher” when used in this document shall refer to all certified teaching personnel employed by the Board except the superintendent, administrative assistants, principals, assistant principals, athletic director, supervisors, and non-certified employees.
2. The term “day” when used in this article shall be school teaching days. During the summer recess, the term shall mean weekdays.

B. BOARD RIGHTS

The Board has the sole responsibility and authority to establish, manage, and direct, in behalf of the public all the operations and activities of the School Corporation to the full extent of the laws.

ARTICLE II – SALARY AND WAGES

A. TEACHERS’ RIGHTS AND SUPPORT OF TEACHERS

1. Any individual contract between the Board and the teacher shall be consistent with the terms and conditions of this document. **185 teacher days for the 2017-18 and 2018-2019 school years. The number of teacher days was not bargained, but is included for informational purposes only.**
2. If any provisions of this document or any application of this contract to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law.
3. Upon written authorization, membership in the Association shall be continuous.
4. The Board shall deduct insurance premiums from the salaries of teachers who elect to participate in one or more of the Association or Board endorsed insurance or tax sheltered annuity programs, provided there are at least five (5) members enrolled in any new programs to be submitted. These deductions shall begin in the second pay period and continue for twenty-four (24) pay periods, except annuities, which would begin in the second pay period and continue for twenty (20) pay periods. The deputy treasurer must be notified in writing ten (10) working days before either the deadline for the second pay period or the second pay period in January for any deductions to be made for an insurance program or annuity for that school year or to change the deduction for an insurance program or annuity.

5. The Board agrees to make available in response to a reasonable request by the Association, any information, statistics, and records which are the public domain, that the Association may deem relevant to negotiations and necessary for the proper enforcement of this agreement.

B. TEACHER WORK DAY AND YEAR

Nothing contained herein shall be constructed to prohibit the Board from offering an extended contract to an individual teacher, such additional days to be paid at the teacher's per diem rate of pay according to the salary schedule, except for non-credit courses which would be paid at the rate agreed upon between the individual teacher and the Board.

C. COMPENSATION AND EXPENSES

1. Compensation Plan (Appendix A)
2. Salary placements of teachers for 2017-18 school year are set forth in a spreadsheet on an individualized basis. (Appendix B)
3. Schedule B (Appendix C)
4. Basic salary for teachers shall be in twenty-six (26) equal gross payments.

ARTICLE III – WAGES/SALARY – RELATED FRINGE BENEFITS

A. LEAVES

1. ALT and SICK DAYS

At the start of each contract year, full time teachers will be awarded sixteen (16) Annual Leave Days (ALT). *This excludes FMLA leave. It shall be the teacher's responsibility to notify his/her immediate supervisor when it becomes necessary to be absent.

Unused ALT days will carry over to the following year as Sick Leave Days. Unused sick leave days shall accumulate to a maximum of two-hundred fifty (250) days.

Before Sick Leave Days may be used the 16 ALT days awarded for the year must be Exhausted, with the exception of completing the Superintendent Approval Process. When Sick Days are used they must be accompanied with documentation from a physician.

- Superintendent Approval Process:

In a situation where a teacher or immediate family member used leave days and is under the care of a physician, a written request with documentation from the physician to use those days from their accumulated sick leave can be submitted to the Superintendent for review. If all documentation is turned in within five (5) days of the last absence, the Superintendent WILL grant the use of Sick Days.

2. ATTENDANCE STIPEND

A stipend of \$300 will be awarded to any employee that has an attendance percentage of 97.8% or higher (used 4 or fewer ALT/SICK days during the school year).

A stipend of \$600 will be awarded to any employee that has an attendance percentage of 100% (used 0 ALT/SICK days during the school year).

3. UNPAID LEAVE

When planned, request for leave must be filed in writing with the Superintendent not later than June 1 for the following school year. Unplanned leave will be evaluated on an individual basis.

Upon approval of the Superintendent, leave of absence without pay may be granted by the School Board for full-time advanced study or other reasons deemed appropriate by the School Board. The leave will not exceed one year in length (including FMLA) and will not be considered a break in continuous service.

4. SICK BANK

- A. A sick bank shall be established for the purpose of relieving West Washington Certified Employees financial burden of long-term illness, injury or incapacitation, that may exhaust their accumulated sick leave.
- B. Participation would be strictly voluntary and open to all certified school employees.
- C. Enrollment in the bank shall be open only during the first two (2) weeks of school, except for new teachers hired during the school year and then only during the first two (2) weeks of their employment. Enrollment in the bank shall be handled by the Association Sick Leave Bank Committee and certified in writing to the Superintendent no later than September 15 of each year.
- D. Members of the sick bank shall donate two (2) days of their accumulated sick leave to the bank upon enrollment.
- E. A member would be eligible to request days from the sick bank up to, but not to exceed his/her accumulated sick leave days at the beginning of each school year. This could be requested only after such accumulated sick leave has been exhausted and after two (2) uncompensated sick leave days have been taken. However, only two (2) uncompensated sick leave days shall be required in one school year. The Sick Leave Bank Committee shall receive all sick requests.
- F. The two (2) uncompensated days may be waived for a member of the sick bank injured or disabled as a result of a duty related assault, either on or off school property
- G. In the event that a member exhausts their accumulated sick leave and awarded sick bank days, they may request additional days from the Sick Bank Leave Committee. The committee may do a one-time donation drive for an individual member. The total amount should not exceed 1 donated day per enrolled member.
- H. At the conclusion of the year the sick bank's unused days will be carried over to the next school year with such accumulation not to exceed two-hundred twenty-one and one-half (221.5 days, plus two (2) days for each new enrollee.

- I. In the event the bank is exhausted during the school year, the Committee is authorized to conduct a new enrollment, open to all eligible employees who shall be required to donate two (2) days for membership. Exceptions may be made to the amount of donation by the Committee, for employees with less than two (2) sick leave balances, who were members of the exhausted bank.
- J. The **Sick Leave Bank Committee** shall consist of three (3) Association members appointed annually by the president(s). The Committee shall have authority to grant or deny requested days and may request a physician's statement relating to the reasons for such request.
- K. It shall be the Committee's responsibility to meet prior to the opening of the school year to elect a Chairperson, prepare an appropriate enrollment form, establish and publicize to eligible members an enrollment procedure, prepare a form and procedure requesting days from the bank and any other guidelines the Committee may deem necessary for the effective implementation of the sick bank. All actions by the Committee shall be coordinated with the Superintendent. The Committee will meet throughout the school year as necessary.

5. **BEREAVEMENT DAYS**

In case of death in the immediate family, absence without loss of pay shall be granted for a period of not more than five (5) days. These days shall not exceed seven (7) calendar days beyond the date of death, and/or memorial service. Immediate family shall be interpreted as father, mother, sister, brother, spouse, child, mother-in-law, father-in-law, grandchild, daughter-in-law, son-in-law, step-father, step-mother, or any other relative living at the time of death as a member of the household of the teacher.

- A. Two (2) days absence with pay shall be granted for the death of a grandparent, or grandparent-in-law and brother/sister-in-law. These days shall not exceed seven (7) days beyond the date of death, and/or memorial service.
- B. One (1) days absence with pay shall be granted for the death of an uncle, aunt, first cousin, niece, nephew, not living in the household of the teacher. These days shall not exceed seven (7) calendar days beyond the date of death, and/or memorial service.(1) If the distance is such as to require two extra days for travel, this could be taken from ALT days, upon approval of the superintendent. If ALT days are exhausted, it could be taken from SICK.

L. INSURANCE

1. HEALTH INSURANCE/VEBA

The Board shall pay \$3,110 per twelve (12) month period toward the cost of health insurance or have \$1,555 placed into VEBA account at the teacher's discretion. This shall be renegotiated for subsequent contracts.

2. LIABILITY INSURANCE

The Board agrees to furnish Comprehensive General Liability insurance for all teachers covering normal teaching duties and corporal punishment. The coverage includes: personal injury liability, false arrest detention, imprisonment, or malicious prosecution, slander, wrongful entry or invasion of the right of private occupancy up to \$500,000 each occurrence. Also, insurance to cover damage or loss to personal property used in an instructional activity with a deductible clause of \$50 and maximum of \$3,500. The teacher is responsible for maintaining a current inventory of items in this category daily with the principal.

3. LIFE INSURANCE

The Board shall provide the teachers a life insurance plan for a twelve (12) month period. Each teacher will be insured to an amount equal to \$50,000 if eligible for the group policy. Teachers shall have the opportunity to purchase additional insurance up to \$50,000 (a total of \$100,000) at the school's group rate. Purchase of this additional insurance is subject to the approval of the insurance carrier. Teachers shall have the opportunity to purchase Additional coverage on an individual basis, subject to policy restrictions.

4. LONG TERM DISABILITY INSURANCE

Each employee shall be covered by a long term disability insurance program fully paid for by the board. The carrier shall be National Insurance (Madison). The Plan provides a minimum benefit of 66 2/3 of salary to age sixty-five (65) for the first five (5) full continuing years of disability and ninety (90%) percent of salary thereafter to age sixty-five (65). The Plan shall carry a Consumer Price Index-W yearly escalator for those on disability and shall not coordinate with teacher retirement disability. The Plan shall also contain a social security freeze, a successive disability benefit, and recurrent disability clause. The Plan shall contain a five (5) year "Own Occupation:-definition of: total disability meaning that during the first five (5) years, the employee is unable to perform the substantial duties of his regular occupation. The five (5) year requirement begins from the date the waiting period is satisfied.

5. SECTION 125

A basic Section 125 plan (Generation I for medical and dependent care), will be established with the carrier to be approved by the Board of School Trustees of the West Washington School Corporation.

6. DENTAL

Each teacher shall be covered by a dental plan which covers employee/family and shall be selected and paid for by the West Washington School Corporation.

7. VISION

Each teacher shall be covered by vision care plan and paid for by the West Washington School Corporation

C. RETIREMENT SEVERANCE BENEFIT

An individual who is employed as a teacher member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

1. GROUP HEALTH INSURANCE

Immediately following severance, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan provided that, while the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium prior to the due date each month or, at the teacher's option, on an annual basis prior to the start of each school year. Payment must be made to the school corporation's business office.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to the applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required to COBRA.

2. 403(b) RETIREMENT ANNUITY PLAN

- A. Each teacher may elect to make a salary reduction election and make tax deferred contributions to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward Salary reduction to the appropriate vendor each payday.
- B. The School Corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to 403(b) Plan.

3. WEST WASHINGTON SCHOOL CORPORATION EARLY RETIREMENT INCENTIVE

A. 2017-2018

- 1. The West Washington School Corporation will pay a one-time Early Retirement Incentive Payment ("Early Retirement Incentive") in the amount of \$15,000.00 to the 403(b) annuity plan of the retiring teacher on August 1, 2018, or make five (5) years contribution of \$3,500.00 each year beginning August 1, 2018 to the retiring teachers' VEBA Option B account at the election of the teachers who give formal written notice no later than 4:00 p.m. on the date of the regular School Board meeting, March, 2018, to the Office of the Superintendent of his/her intent to retire at the conclusion of the 2017-2018 school year. This written notice is irrevocable upon receipt by the Office of the Superintendent. However, only the first six (6) teachers to give notice are eligible to receive the Early Retirement Incentive.
- 2. Teachers who submit a written notice of intent to retire after 4:00 p.m. on the date of the March, 2018 School Board meeting will not be eligible to receive the Early Retirement Incentive.
- 3. The retiring teacher must satisfy one of the following criteria to be eligible for Early Retirement Incentive:
 - a. The teacher is eligible for regular retirement under the rules of the Indiana Teachers' Retirement Fund.
 - b. The teacher is eligible for early retirement under the rules of the Indiana Teachers' Retirement Fund, and has approval of the Superintendent of Schools to apply for the early retirement incentive.
- 4. If more than six (6) teachers elect early retirement in writing before 4:00 p.m. on the date of the March, 2018 Board meeting, only the first six (6) giving notice are eligible.

5. All other benefits in the contract remain the same for any certified staff member who elects to participate in this early retirement incentive offer.
6. In the event the employee is deceased prior to the payment of the early retirement incentive, the benefit shall be paid to his/her legal beneficiary.

B. 2018-2019

1. The West Washington School Corporation will pay a one-time Early Retirement Incentive Payment ("Early Retirement Incentive") in the amount of \$10,000.00 to the 403(b) annuity plan of the retiring teacher on August 1, 2019, or make three (3) years contribution of \$3,500.00 each year beginning August 1, 2019 to the retiring teachers' VEBA Option B account at the election of the teachers who give formal written notice no later than 4:00 p.m. on the date of the regular School Board meeting, March, 2019, to the Office of the Superintendent of his/her intent to retire at the conclusion of the 2018-2019 school year. This written notice is irrevocable upon receipt by the Office of the Superintendent. However, only the first five (5) teachers to give notice are eligible to receive the Early Retirement Incentive.
2. Teachers who submit a written notice of intent to retire after 4:00 p.m. on the date of the March, 2019 School Board meeting will not be eligible to receive the Early Retirement Incentive.
3. The retiring teacher must satisfy one of the following criteria to be eligible for Early Retirement Incentive:
 - a. The teacher is eligible for regular retirement under the rules of the Indiana Teachers' Retirement Fund.
 - b. The teacher is eligible for early retirement under the rules of the Indiana Teachers' Retirement Fund, and has approval of the Superintendent of Schools to apply for the early retirement incentive.
4. If more than five (5) teachers elect early retirement in writing before 4:00 p.m. on the date of the March, 2019 Board meeting, only the first five (5) giving notice are eligible.
5. All other benefits in the contract remain the same for any certified staff member who elects to participate in this early retirement incentive offer.
6. In the event the employee is deceased prior to the payment of the early retirement incentive, the benefit shall be paid to his/her legal beneficiary.

ARTICLE IV – BUYOUT PRIOR AGREEMENT'S RETIREMENT BENEFITS

A. Entitlement to Retirement Benefits and Vesting Requirements.

All teachers who were employed by the West Washington School Corporation prior to June 1, 2004 shall be fully vested in the retirement benefits described in this Article.

B. Actuarial Determination of Value of the Current Retirement Bridge.

The ISTA Financial Services Corporation has been selected to determine the buy-out present value of the unfunded retirement bridge benefits described in the prior agreement. In making this present value determination, Financial Services Corporation shall use the following assumptions:

- 1. The assumed interest rate for the purpose of determining the present value shall be four percent (4%) for the first three years, six and one half percent (6.5%) for the next years, and seven percent (7%) thereafter. However, for post-retirement cash flow purposes, a four percent (4%) interest rate shall be used.*
- 2. It is assumed that an employee terminates employment at the end of the school year in the employee attains age fifty-seven (57) or at the end of the current year of the individual is already age fifty-seven (57) or older. If an employee continues employment after the attainment of age fifty-seven (57), the employee does continue to receive all ongoing board contributions to the 401(a). The foregoing notwithstanding, teachers within five (5) years of retirement eligibility have been given an opportunity to indicate their actual year of intended retirement and said years shall be applied to those individuals.*
- 3. The anticipated amount of the retirement bridge shall be determined using the amount of annual benefit described in Article VIII, Section R of the prior agreement. However, it is assumed that individuals retire at the attainment of age fifty-seven (57).*
- 4. Using the method of calculation described in Article VIII, Section R of the prior agreement, the Retirement Bridge benefit for each employee will be determined, to the following adjustments:*
 - a. The present value of the future severance benefits and retirement bridge will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if the severance benefits and retirement bridge had been paid directly to the employee.*
 - b. The present value of the severance benefits and Retirement Bridge under the prior agreement shall be calculated, effective as of the last day of June 2003.*
 - c. To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his/her basic data that will be used in the calculations, including, but not limited to, the following information as of the last day of June 2003: base salary, age, years of service, and accumulated sick leave. The Financial Services Corporation shall assist in the preparation of this verification sheet for each teacher. Any corrections must be returned to the Association President within five (5) days of receipt. Corrections not returned by the deadline shall be disregarded.*

Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Financial Services Corporation shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made.

C. Buy Out Contributions

1. **401(a) ANNUITY PLAN.** *The School Corporation shall establish a qualified Retirement plan as described in section 401(a) of the Code. The total sum of the amount calculated by Financial Services Corporation as the present value for the retirement bridge and severance benefits shall be contributed by the school corporation to the 401(a) plan by December 31, 2004. The single investment vendor for the 401(a) plan shall be agreed upon between the WWEA and the Board. The 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:*
 - a. *The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.*
 - b. *Until such time that an employee has severed service, the employee shall have no access to the assets held in his/her separate 401(a) Plan.*
 - c. *Following the employees severance from service, the employee may elect to commence distributions from his/her 401(a) plan account. At no time may a participant borrow from his/her 401(a) plan account.*
 - d. *The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) plan. All costs incurred in the administration of the 401(a) plan and investment fees shall be paid from the 401(a) plan assets.*
2. **VEBA 501(c) PLAN.** *The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501 (c)9 of the Code, that amount representing the Insurance Benefit as calculated for all employees under Section R of the previous Contract. The terms and conditions for the administration and operations of the VEBA shall be as follows:*
 - a. *The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the vendor for the VEBA.*
 - b. *Until such time that an employee has severed service the employee shall have no access to the assets held in his/her separate VEBA account.*
 - c. *Upon separation from service, an employee may use the amounts held in his/her separate VEBA account to pay all amounts permitted by the IRS and the VEBA carrier including but not limited to, health insurance premiums, term life insurance premiums, and to be reimbursed for unreimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of an employee, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.*
 - d. *The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.*
 - e. *School district contributes additional \$20.00 per year per employee until such time as total VEBA contributions equal at least \$500.00.*

RETIREMENT SAVINGS

D. 401(a) ANNUITY PLAN

- 1. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.*
- 2. The Board agrees to contribute 1.2% of each bargaining unit member's base salary into each individual's separate 401(a) account for the 2009-10 school years and each succeeding school year. The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 1 of each succeeding year. There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment for the 401(a) plan shall be agreed upon between the WWEA and the Board.*
- 3. Bargaining unit members who were employed prior to June 1, 2004 shall be at all times vested in the amounts deposited in their individual 401(a) accounts. Each bargaining unit member hired after June 1, 2004 is considered vested in these individual 401(a) accounts upon signing the sixth (6th) consecutive contract.*
- 4. 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 an employee or reduces through the Reduction in Force Clause of this Contract and recalls same teacher, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave or reduction in force.*
- 5. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in Article VIII, Section R, the terminated employee's 401 (a) plan account shall be forfeited. The forfeited amounts shall be returned to the school corporation to be used to offset future ongoing contributions.*

E. 501 (c) VEBA PLAN

- 1. The school corporation shall establish a qualified Welfare Benefits Plan as described in section 501(c) 9 of the IRS Code.*
- 2. The Board agrees to contribute 0.60% of each bargaining unit member's base salary into each individual's separate Welfare Benefits Account.*
- 3. The Board shall make equal monthly contributions throughout the school year. There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the Welfare Benefits Plan. The single investment vendor for the plan shall be agreed upon between the WWEA and Board.*

Bargaining unit members who were employed prior to June 1, 2004 shall be at all times vested in the amounts deposited in their individual 501 (c) accounts. Each bargaining unit member hired after June 1, 2004 is considered vested in these individual 501(c) accounts upon signing the sixth (6th) consecutive contract.

ARTICLE V

GRIEVANCE PROCEDURE

- A. A grievance is a claim by one or more teachers of an alleged violation, misapplication, or misinterpretation of this agreement.
- B. The procedure contained in this section of the agreement shall be the sole procedure available to the Association and teachers in the bargaining unit for resolving grievances over the interpretation of application of the agreement. It may not be used for the resolution of any other type of grievance or dispute. However, a teacher may present grievances informally directed to the appropriate supervisor without Association participation with the understanding that any adjustment will be consistent with the agreement and that the Association has an opportunity to be present at any meeting if the teacher so desires.
- C. Procedure: Any grievance that a teacher has not been able to adjust informally with his/her immediate supervisor shall be presented in the following steps:
 - STEP 1. An Association representative and/or affected teacher shall present in writing and discuss the issue with the appropriate principal or director and present pertinent available information relative to the grievance. The principal or director will render a written decision within three (3) days of receipt of the grievance.
 - STEP 2. If the settlement is not reached in Step 1, the issue will be presented in writing to the Superintendent. The superintendent will meet with the parties and render a written decision within five (5) calendar days of receipt of the grievance. Also, copies of the decision will be furnished to grievants and the Association.
 - STEP 3. If settlement is not reached in Step 2, the issue will be presented in Writing to the Board within ten (10) calendar days after receipt of Step 2 decision. A Board representative shall meet with the affected individuals including an Association representative, and render the Board's decision in writing within fifteen (15) calendar days of receipt of the grievance. Failure of the Board to reply within fifteen (15) calendar days shall constitute a decision in favor of the grievant.
- D. Failure of the Board to answer an issue within the time limits specified above, shall permit the case to be referred to the next step in the process. Failure of the grievant to adhere to the above time limits or to present issue within sixty (60) calendar days subsequent to circumstances giving rise to the dispute or complaint will constitute a basis for denial of the dispute. All time limits herein may be extended by mutual agreement to the Board and the Association.
- E. A teacher or group of teachers may be represented only by the Association or by a person approved by the Association, in filing a grievance under the above procedure.

ARTICLE VI
WWEA
&
WEST WASHINGTON SCHOOL BOARD AGREEMENT
2017-18
2018-19

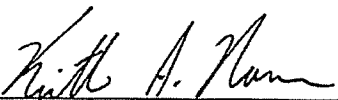
The WWEA and West Washington School Board hereby agree to the following contract settlement for the 2017-18 and 2018-19 school years.

West Washington Compensation Plan – Appendix A
Schedule Placements for 2017-2018 Categories – Appendix B
Schedule B- Appendix C
Early Retirement Incentive – (see Article 3 Section C3)

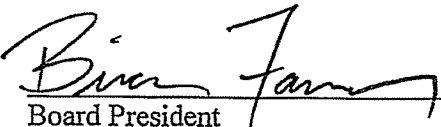
The parties agree that there will be a reopener for 2018-19 for Schedule B only. No other items contained in this contract will be reopened or altered.

This agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices, concerning salary, hours, and salary related fringe benefits, between the Board and the Association and constitutes the entire agreement between the parties.
THEREFORE, this agreement is in effect for the 2017-18 and 2018-19 school years.


DATE RATIFIED: 11-6-17



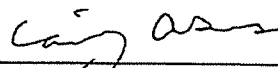
Superintendent



Board President



WWEA Co-President



WWEA Co-President

APPENDIX A

West Washington Community Schools

Compensation Model for July 1, 2017 through June 30, 2019

A. 2017-18 and 2018-19 Base Salary Increases

Teachers who meet the eligibility requirements for the following factors will be entitled to a base salary increase for the 2017-18 and 2018-19 school years.

B. Eligibility

1. Evaluation- To be eligible for a base salary increase in 2017-18, the teacher must have received an evaluation rating of Highly Effective or Effective for the 2016-17 school year, except those teachers eligible per Indiana Code 20-28-9-1.5 (d). To be eligible for a base salary increase for 2018-19, the teacher must have received an evaluation rating of Highly Effective or Effective for the 2017-18 school year, except those teachers eligible per Indiana Code 20-28-9-1.5 (d).
2. Education- To be eligible to move from column I (BS) to Column II (MS), a teacher must attain or possess a Master's degree in a content area as defined by the Indiana Department of Education or as approved by the superintendent.
3. Year of experience- Year of experience shall be defined as having been employed by the corporation for at least 120 days in the prior school year.
4. Academic Needs- For the purpose of qualifying for this statutory criteria, a teacher must meet only one (1) of these eligibility requirements:
 - a. Be assigned last year to a school building with a Grade C or higher;
 - b. If not in a C school or higher, show improvement in the average student results in ISTEP, ECA, or any other approved student growth measurement;
 - c. If neither of the above, then contribute to the graduation rate and/or teach state curriculum/standards.

C. Requirements for Movement on Salary Schedule

Movement on the salary schedule can occur for one of the following reasons stated below. Once a teacher is in a row and column, the teacher will remain in that row/column until the teacher meets all of the requirements to move.

If sufficient funding is not available in any future year, past this contract to fund complete movement on the salary schedule of all teachers who would otherwise meet the requirements to move on the schedule, then the parties will negotiate an alternative compensation arrangement

that is compliant with the Indiana law and comports with the funding available (if any) at that time.

1. Requirements to move down one (1) row within the same column in Columns I or II

The teacher will be eligible to move down one (1) row in her or her current column if the receive a Highly Effective or Effective evaluation. This movement will not take place until state evaluation data from the previous school year is finalized.

2. Requirements to move over to the right from Column I to Column II

If the teacher (a) attains a Master's degree (b) receives a Highly Effective or Effective rating and (c) completes at least one item from the Academic Needs section, they will move from Column I to Column II in the same row. No diagonal movement shall be permitted. This movement will not take place until state evaluation data from the previous school year is finalized.

3. Top of the Salary Scale Teachers

Teachers at the top of the salary schedule who meet the eligibility requirements to move down will not receive any increase in base pay, but will receive the same amount as the step in the form of a stipend.

D. Weight Assigned to Factors

The weight assigned to the factors identified above shall be as follows:

1. Evaluation -\$1200
2. Education -\$600
3. Academic Needs \$200

E. Disqualifications

A teacher who receives an evaluation rating of Ineffective or Improvement Necessary on their annual evaluation for 2016-17 will not be eligible to receive any increase in base compensation for the 2017-18 school year except those teachers eligible per Indiana Code 20-28-9-1.5 (d). Likewise, a teacher who receives an evaluation rating of Ineffective or Improvement Necessary on their evaluation for 2017-18 will not be eligible to receive any increase in base compensation for the 2018-19 school year except those teachers eligible per Indiana Code 20-28-9-1.5 (d).

F. New Hires

Any new teacher hired by the corporation will be placed on the salary schedule at a level consistent with and which mirrors the salaries of teachers currently employed by the Corporation. If there is a difficulty with filling a position the superintendent will have the authority to hire within a range of 2 places on the schedule above that level.

2017-2019 Salary Steps

	(1) BS		(2) MS
A	35,500		37,500
B	36,700		38,700
C	37,900		39,900
D	39,100		41,100
E	40,300		42,300
F	41,500		43,500
G	42,700		44,700
H	43,900		45,900
I	45,100		47,100
J	46,300		48,300
K	47,500		49,500
L	48,700		50,700
M	49,900		51,900
N	51,100		53,100
O	52,300		54,300
P	53,500		55,500
Q	54,700		56,700
R	55,900		57,900
S	57,100		59,100
T	58,300		60,300
U	59,500		61,500
V	60,700		62,700
W	61,900		63,900
X	63,100		65,100
Y	64,300		66,300
Z	65,500		67,500
AA	66,700		68,700
BB	67,900		

Range 35,500 68,700

SALARY SCHEDULE B 2017-18
APPENDIX C

POSITION	RATE					
VAR FOOTBALL, HEAD	5,000.00					
Assistant #1	2,500.00					
Asssitant #2	2,500.00					
Assistant #3	2,500.00					
Assistant #4	2,500.00					
8th grade	2,000.00					
7th grade	2,000.00					
volunteer						
VAR BOY'S BASKETBALL, HD	5,000.00					
Assistant #1	2,200.00					
Assistant #2 (JV)	2,200.00					
Assistant #3	2,200.00					
8th grade	2,000.00					
7th grade	2,000.00					
Elementary-(winter)	1,200.00					
VAR GIRL'S BASKETBALL, HD	5,000.00					
Assistant #1	2,200.00					
Assistant #2	2,200.00					
8th grade	1,700.00					
7th grade	1,700.00					
Elementary-(fall)	1,200.00					
VAR VOLLEYBALL, HD	3,000.00					
Junior Varsity	1,200.00					
Assistant #1	600.00					
8th grade	800.00					
7th grade	800.00					
Elementary (Spring)	700.00					
VAR BOY'S TRACK	2,000.00					
Jr Hi	750.00					
VAR GIRL'S TRACK	2,000.00					
Jr Hi	750.00					
CROSS COUNTRY	1,500.00					
Jr Hi	600.00					
VARSITY BASEBALL, HD	2,500.00					
Assistant #1	1,500.00					
HS Volunteers	0.00					
Jr Hi Baseball	1,200.00					
Jr Hi Volunteer	0.00					

VARSITY SOFTBALL, HD	2,500.00					
Assistant #1	1,500.00					
Assistant #2	300.00					
Jr Hi	900.00					
Jr Hi Volunteers	0.00					
VARSITY WRESTLING, HD	3,600.00					
Assistant #1	1,200.00					
GOLF	1,800.00					
Jr Hi	750.00					
CHEERL SPONSOR - VAR	2,000.00					
Jr Varsity	500.00					
Jr Hi	500.00					
Elementary	500.00					
DRAMA-max 2 plays per yr						
Elementary (1 play) 1500	1,500.00					
Jr Sr High (2 plays)	3,000.00					
Band	2,500.00					
Color Guard	600.00					
Dance Team	600.00					
GRAD COORDINATOR	400.00					
PROM SPONSOR	500.00					
YEARBOOK-HS	600.00					
YEARBOOK-ELEM	400.00					
HS NEWSPAPER (added back)	500.00					
SENIOR CLASS SPONSOR (3)						
Sponsor #1	200.00					
Sponsor #2	200.00					
Sponsor #3	200.00					
JUNIOR CLASS SPONSOR (3)						
Sponsor #1	600.00					
Sponsor #2	600.00					
Sponsor #3	600.00					
STUDENT COUNCIL - HS	600.00					
STUDENT COUNCIL - JR HI	300.00					
STUDENT COUNCIL - ELEM	300.00					
Dept Head #1 Science	500.00					
Dept Head #2 Eng/Foreign L	500.00					
Dept Head #3 Math	500.00					
Dept Head #4 Music/Band/Art	500.00					
Dept Head #5 PE/Health	500.00					
Dept Head #6 Ag/IT/Bus	500.00					

Dept Head #7 Social Studies	500.00					
ACADEMIC COACH, VAR	500.00					
Assistant #1	300.00					
Jr Hi	200.00					
NAT HONOR SOCIETY - HS	200.00					
NAT HONOR SOCIETY - JR HI	100.00					
SCIENCE OLYMPIAD	500.00					
MATH BOWL - Elem	100.00					
SPELL BOWL - HS	100.00					
SPELL BOWL - JR HI	100.00					
MENTOR- #Varies	500.00					

Beginning 2010-11 a five (5%) increase above the base supplementary salary schedule shall be added at the beginning of the 4th, 7th, 10th, 13th, 16th, 19th, and each subsequent third year for individuals who have served in the same position for that number of consecutive years within the same position or grouping.