



PROFESSIONAL NEGOTIATIONS
AGREEMENT BETWEEN
THE WHITING TEACHER'S
ASSOCIATION
AND
THE BOARD OF TRUSTEES
OF THE
SCHOOL CITY OF WHITING
2022-2023

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**PROFESSIONAL NEGOTIATIONS AGREEMENT THE WHITING
TEACHERS ASSOCIATION AND THE BOARD OF SCHOOL
TRUSTEES FOR THE SCHOOL CITY OF WHITING
JULY 1, 2022- JUNE 30, 2023**

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

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

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

PREAMBLE

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

ARTICLE I

RECOGNITION

- 1.1 The Board recognizes the Whiting Teachers' Association, an affiliate of the A.F.T Indiana and American Federation of Teachers (A.F.T.), as the exclusive representative of all teachers in the school corporation for the duration of this contract.
- 1.2 The term "teacher" when used in the agreement shall refer to all certified personnel employed by the Board except the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Directors, Attendance Officer, Deans, Athletic Director and Coordinators.
- 1.3 The term Board and Association shall include authorized officers and representatives.

ARTICLE II

EMPLOYEE COMPENSATION

2.1 Salary Range

- A. Base salary for new teachers employed full time (100%) during the 2022/2023 school year will be \$44,500. No full-time classroom teacher (instructs students at least 50% of the workday) is earning less than forty thousand dollars (\$40,000).
- B. The School City of Whiting returning teachers' salary range for the 2022/2023 school year is \$43,000-\$77,980.60 prior to any compensation increases for the current year. This does not include TRF contributions. All salary increases to this range will be based on eligibility factors in the compensation model.

2.2 Average and Gap

- A. The average of the minimum and maximum teacher salary= \$60,490.30
- B. The gap between the minimum and average salary=\$17,490.30

2.3 Base Salary Increases

- A. General Eligibility
 1. Teachers are eligible for a base salary increase if they received an evaluation of "Highly Effective" or "Effective" on their most recent annual evaluation; and were employed with the School City of Whiting either for at least 120 days or on board approved leave during the prior school year.
 2. Teachers who are evaluated as "Needs Improvement" or "Ineffective" on the 2021-2022 summative RISE evaluation are not eligible for performance pay in the current year and remain at their prior year salary.
- B. Factors and definitions
 1. Evaluation rating-the teacher received a highly effective or effective evaluation rating for the prior year
 2. Experience- the teachers satisfies the INPRS requirement for a year of service in the prior school year.
 3. Academic Needs-the academic needs factor is a teacher retention catch-up and is defined as the need to retain teachers with one or more years' experience in teaching positions in the SCW by addressing the salary gaps and compression that exists between salaries of current veteran teachers as compared to new teachers and similar salaries of other area schools.
- C. Distribution-amount to be added to teacher's current base salary
 1. Evaluation rating=\$1,000
 2. Experience= \$250
 3. Academic Needs-salary increase to reduce the gap
 - a) Teachers with 1-5 years of experience with the corporation=\$750
 - b) Teachers with 6-20 years of experience with the corporation=\$1750
- D. Compensation plan stipends
 1. Any eligible teacher whose salary increase after applying the above is less than \$3000 will receive a one time stipend in the amount of the difference between \$3000 and the amount of the teacher's base salary increase
 - a) Teachers with 1-5 years of experience with SCW=\$1000
 - b) Teachers with 6-20 years of experience with SCW=\$0
 - c) Teachers with 21+ years of experience with SCW=\$1750

E. Redistribution

1. Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

2.4 New Minimum and maximum, average, and gap after the “reduce the gap” salary increase

- A. New minimum and maximum= \$44,500-\$79,230.60
- B. New average of the minimum and maximum teacher salary= \$61,865.30
- C. The gap between the new minimum and average salary=\$17,365.30
- D. The gap has been reduced by \$125

2.5 Additional Provisions

- A. The salary range for teachers hired at the beginning of the 2022-2023 school year is \$43,000-\$77,980.60. The Superintendent has the discretion to set the new hire salary within this range, but the salary cannot exceed the salary of a veteran teacher with similar experience and education credentials.
- B. In order to meet the academic needs of students, a performance pay stipend of up to \$5,000 may be given to a teacher hired from outside of the school district. This stipend will be awarded for unique experience, expertise, or licensing area. The administration has the authority to give this performance pay stipend in unique circumstances and will notify the exclusive representative of the W.T.A. when this occurs.

2.6 Additional Stipends

- A. All current certified teachers who have returned to teach full time at the School City of Whiting for the 2022/2023 school year will receive a \$4000 retention stipend.
- B. Based on the availability of federal and state grant funds, teachers may receive stipends for educational leadership positions as determined by the Superintendent during the 2022-2023 school year. The one-time stipend will be paid at the end of the current school year.
- C. One-time stipend of \$1200 to all certified teachers in the following hard to fill categories. Teachers are limited to (1) qualifying category
 1. Dual Credit and Advanced Placement
 2. Licensed and Certified EL teachers
 3. Licensed and Certified Special Education teachers
 4. Crossover teachers

ARTICLE III

EMPLOYEE FRINGE BENEFITS

3.1 The amount of twenty-five dollars (\$25.00) per hour up to a maximum of \$150.00 per day will be paid to teachers participating in curriculum development outside of their contractual days provided that the Board of School Trustees grants prior approval for such curriculum development.

3.2 The amount of twenty-five dollars (\$25.00) per hour up to a maximum of \$150.00 per day will be paid to teachers participating in professional development outside of their contractual days

provided that the Board of School Trustees grants prior approval for such professional development.

- 3.3 The amount of forty-five dollars (\$45.00) will be paid to teachers assigned the ancillary duty of covering a class period during the instructional day for another teacher.
- 3.4 Health Insurance Coverage for teachers, who are unable to work due to sickness or injury and who are enrolled and in good standing in the School City of Whiting's health insurance plan, shall not terminate until 12 months after the exhaustion of all of the teacher's sick and personal leave days provided the Teacher timely pays his/her 20% portion of the monthly health insurance premium. Provided further, that the teacher must use his/her sick and personal leave days and not take time off without pay while the teacher has sick and personal leave days remaining.
- 3.5 In case a teacher resigns or is deceased, the teacher or his/her estate shall be entitled to receive the proportion of the salary he/she has earned, but has not been paid subject to appropriate deductions.

ARTICLE IV

OPTIONAL PAYROLL DEDUCTIONS

- 4.1 Tax - Sheltered Annuity: This program is available as provided under the Internal Revenue Service regulations and federal law governing the type of program and amount of deduction.
- 4.2 A Section 125 program is available for pre-tax contribution of health insurance premiums per IRS regulations. Said Section 125 program will not be used for any other purpose unless Board permission is obtained.
- 4.3 A voluntary PERF program for pre-tax employee contributions is available to qualifying teachers pursuant to state guidelines and I.R.S. Regulations.

ARTICLE V

WORKER'S COMPENSATION

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

ARTICLE VI

LEAVES

- 6.1 Recognizing that absence and leave laws are provided for the protection and interest of teachers for specific needs, the Association will encourage all teachers to abide by the intent and purposes of such laws.
- 6.2 Sick Days - Each employee shall be entitled to ten (10) days of sick leave per school year without the loss of pay. Sick days may be utilized for personal illness, illness within the immediate family, and medical/dental appointments. This leave shall be effective after the first day of employment as it is earned by the employee.
- 6.3 The total unused-portion of the employee's school year sick leave shall be permitted to accumulate to an unlimited number.
- 6.4 One (1) day of sick leave shall be granted to each teacher who shall be employed for summer school. The sick day, if used, shall not be deducted from the teacher's sick leave accumulation allowance and if unused, the sick day shall not be added to the teacher's sick leave accumulation allowance.
- 6.5 In the event of absence, due to sickness or accident, any teacher who misses five (5) consecutive days of school must submit a doctor's statement prior to reporting to work. Failure to provide a doctor's statement can mean loss of pay for such absence.
- 6.6 No teacher shall forfeit accumulated sick days during approved leaves of absence, except as in state law.
- 6.7 Sick days shall not be permitted to accumulate during approved leaves of absence, except as in state law.
- 6.8 Sick days accumulated prior to an approved leave of absence shall be credited upon return.
- 6.9 Personal Leaves - The Board shall grant each employee five (5) days of personal business leave per school year without loss of pay. Except in the case of an emergency, advance notice of the necessity for personal business leave shall be submitted as soon as possible to the Superintendent or the Superintendent's designee. If unused, these days shall accumulate with the sick leave up to a maximum of five (5) days.
- 6.10 Chronic Absenteeism: Chronic absenteeism is defined as 16 or more days in any one contract year. A teacher without proper medical documentation may be subject to administrative review to determine if loss of domain 4 point on summative RISE evaluation for poor attendance is warranted. Jury duty, FMLA, extended medical illness (5 days or more) with proper medical documentation, and bereavement leave will be held harmless.
- 6.11 Bereavement Leave - A leave not to exceed five (5) school days shall be allowed within seven

(7) calendar days following the death of the employee's spouse, parents, children, brother, sister, or a person living in the same home as a part of the family. If an employee leaves before 12 noon, this will be counted as the first day. If an employee leaves after 12 noon, the first day will start the following day. These days are not cumulative. The Superintendent may grant additional days without pay if in his/her judgment, the emergency warrants such action. A leave not to exceed three (3) school days may be taken within seven (7) calendar days following the death of a grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, aunt, uncle, niece, or nephew. One (1) day of paid leave will be allowed for a staff member to participate as pallbearer in a funeral. These days are not cumulative. Additional days may be granted by the Superintendent without pay.

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

- A. Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent of the school corporation in which she teaches at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician. A teacher may request a deviation from the original maternity leave so long as the time off would coincide with the beginning of a school year or the beginning of a semester. Requests to deviate from the original maternity leave must be received by the Superintendent at least thirty (30) days prior to the termination of the original maternity leave.
- B. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to sub-section (A) of this section. This leave may be taken without jeopardy to reemployment, retirement, salary benefits, tenure and seniority rights.

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

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

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

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

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

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

- A. 12 weeks of leave to the spouses, children or parents of members of the armed forces called to active duty in the U.S. military.
- B. 26 weeks of unpaid leave to employees caring for family members suffering from a serious injury or illness as a result of serving in the U.S. Military. The 26-week leave is only available during a single 12-month period, and an employee is entitled to a combined total of 26 weeks of leave (even if the employee receives leave for another FMLA-qualifying event). Leave may be taken intermittently or on a reduced leave schedule.
- C. A combined total of 26 weeks of leave in a 12-month period for spouses employed by the same employer. Leave may be taken intermittently or on a reduced leave schedule.
National Defense Authorization Act (HR. 4986) effective January 28, 2008)

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

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

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

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

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

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

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

ARTICLE VII

RETIREMENT BENEFITS

7.1 Notice of Retirement:

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

7.2 Severance Pay:

- A. Severance pay upon retirement shall be granted to eligible teachers. To be eligible for severance pay, a minimum of fifteen (15) years of employment in the Whiting Public Schools as a teacher is necessary and said eligible teacher may retire at the end of school year during which the teacher reaches age fifty (50).
- B. Plan A. Retirement severance pay in the School City of Whiting is calculated by multiplying an amount of \$100.00 per day times the number of unused sick leave days the retiring person has accumulated.

Plan B. If a teacher has used most of his/her sick days because of a major illness during the ten (10) years prior to his/her retirement, the teacher may select retirement severance pay computed at a rate of One Hundred Fifty (\$150.00) for each year of full-time service as a teacher in the Whiting Public Schools.
- C. If a teacher is forced to retire as a result of ill health, accident, or other unforeseen event, and has not given notice as required, such notice may be waived by the school employer upon presentation of a doctor's certificate.
- D. The teacher eligible for severance must be under contract to the Whiting Public School System at the time of his/her request for severance.
- E. In case of permanent disability, verification of disability for severance pay purposes will be in accordance with I.S.T.R. Fund and Social Security Regulations, subject, however, to the fifteen (15) years employment in the Whiting Public Schools regulation.
- F. Payment of eligible teacher severance pay shall be made with one-half ($\frac{1}{2}$) of the

severance amount to be paid on the payroll of the last month of employment and with the remaining one-half (½) payment to be paid during the first month of the year following retirement. At the option of the eligible teacher the severance payments may be made to the eligible teacher's deferred tax annuity, provided such annuity complies with prevailing federal and state tax laws.

- G. If any teacher who would otherwise be eligible for this benefit dies in service, the benefit will be paid to his/her estate.
- H. Upon retiring, the \$50,000.00 term life insurance provided to all teachers in Addendum I (Insurance), shall be converted to a term policy with a face value of 25% of the original amount which will be in force for the life of the retiree." The Board will provide written notice of this insurance coverage to the retired teachers.
- I. Upon retiring, the Board will provide to the retiree who qualifies for a full pension under the Indiana Teachers Retirement Fund and who has a minimum of 15 years of service in the Whiting Schools, single plan health insurance coverage with an 80%-20% split on all health insurance premiums for the cost of the single plan health insurance coverage until the retiree becomes eligible for Medicare. The Board will pay 80% of the single plan coverage and each retiree insured will pay 20% of his/her premium for their single plan health insurance coverage. Or if the retiree so chooses, a family plan may be purchased by the retiree, with the retiree also paying the full additional cost difference between the single plan and the family plan health insurance coverage.

7.3. Early Retirement:

- A. An individual teacher may qualify for early retirement benefits from age 50 until the day they are eligible for reduced social security benefits. To qualify, he/she must have a minimum of 15 years of service in the Whiting Schools.
- B. Upon retiring, the teacher qualified for early retirement benefits will receive \$10,000 per year in bi-weekly payments for two consecutive years, or until the date the retiree is eligible for reduced social security benefits, whichever occurs first. The first payment will start on the first pay of the next school year following retirement.
- C. Upon retiring, the Board will provide to the retiree who qualifies for early retirement benefits, single plan health insurance coverage with an 80%-20% split on all health insurance premiums for the cost of the single plan health insurance coverage until the retiree becomes eligible for Medicare. The Board will pay 80% of the single plan coverage and each retiree insured will pay 20% of his/her premium for their single plan health insurance coverage. Or if the retiree so chooses, a family plan may be purchased by the retiree, with the retiree also paying the full additional cost difference between the single plan and the family plan health insurance coverage.

ARTICLE VIII

INSURANCE

8.1 Health Insurance:

- A. Option 1. Traditional Health Insurance Program. The Traditional Health Insurance Program will be available to employees. There will be an 80%-20% split on all health insurance premiums for the cost of all health insurance. The Board will pay 80% of the coverage and each teacher insured will pay 20% of his/her premium for their coverage. This insurance includes the following coverage:
- Hospitalization and Major Medical
 - Dental Insurance
 - Vision Insurance
 - Prescription Card
- B. Option 2. High Deductible Health Insurance Coverage - A High Deductible Health Insurance programs will be available to employees. Under this program the Board will pay 100% of the Hospitalization insurance premiums with the employee being responsible for the high deductible payment of medical bills. The employees will pay vision and dental insurance premiums. The Parties reserve the right to reopen the provisions of the health insurance benefits for adjustment and modification during the month of September.
- C. Hospitalization and Major Medical - Each teacher shall be provided hospitalization and major medical insurance under the applicable coverage plan for single or teacher, spouse and/or dependents plans. The Association will appoint one (1) teacher to serve with the Superintendent as a School City of Whiting representative on the Porter Insurance Trust board.
- D. Dental Insurance - Each teacher participating in the group insurance plan shall be provided dental insurance under the applicable coverage plan for single or teacher, spouse and/or dependents plans. The Board shall provide one (1) copy of the coverage summary brochure to each teacher.
- E. Vision Insurance - Each teacher participating in the group insurance plan shall be provided with vision insurance under the applicable coverage plan for single or teacher, spouse and/or dependents plans. The Board shall provide one (1) copy of the coverage summary brochure to each teacher.
- F. Prescription Card- Each teacher participating in the group insurance plan shall be provided with a prescription card under the applicable coverage plan among single or teacher, spouse and/or dependents plans. The Board shall provide one (1) copy of the coverage summary brochure to each teacher.

- 8.2 Life Insurance: Accidental Death and Dismemberment: Each teacher shall be provided term life insurance and accidental death and dismemberment under the applicable coverage plan. Amount of life insurance is \$50,000. The annual cost of premium to be paid by each teacher is

one Dollar (\$1.00). The Board shall provide one (1) copy of the coverage summary brochure to each teacher. The policy shall contain an option for a teacher to purchase additional life insurance coverage at his/her own expense, provided that 20% or more participate.

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

ARTICLE IX

ATTACHMENTS

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

ARTICLE X

TERMS OF AGREEMENT

The terms of this Agreement shall be effective beginning on July 1, 2022 and shall continue in effect through June 30, 2023.

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

This contract is made and entered into at Whiting, Indiana, this *2nd day November, 2022*, by and between the Board of School Trustees of the School City of Whiting, County of Lake, State of Indiana, party of the first part, heretofore referred to as the "Board" and the Whiting Teachers Association, an affiliate of the A.F.T. and the American Federation of Teachers (A.F.T.), heretofore referred to as the "Association," party of the second part.

The undersigned attest to the following:

1. A public hearing was held on September 8, 2022 in compliance with § 20-29-6- 1(b), and electronic participation from the parties and/or public was not permitted; and
2. A public meeting was held on October 25, 2022 in compliance with I.C. § 20-29-6- 19, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

**BOARD OF SCHOOL TRUSTEES OF
THE SCHOOL CITY OF WHITING**

WHITING TEACHERS' ASSOCIATION

STEPH MADISON
PRESIDENT

KIMBERLY ROCK
PRESIDENT WTA

AMANDA PERKINS
VICE PRESIDENT

MARK LAMBERT
BARGAINING TEAM MEMBER

CHRISTINE STRIBIAK
SECRETARY

KELLY MORANDO
BARGAINING TEAM MEMBER

KRISTINE GREER
BOARD MEMBER

KIM FENTRESS
BARGAINING TEAM MEMBER

PATTI HERBST
BOARD MEMBER

THERESA GONZALEZ
BARGAINING TEAM MEMBER

CLAMAE BULLOCK
BARGAINING TEAM MEMBER

APPENDIX A
2022-2023 SCHOOL YEARS
ATHLETICS

	A	B	C	D
1	Activity		Factor	Amount
2	Assistant Athletic Manager		0.1300	\$4,160
3	Assistant Athletic Manager		0.1300	\$4,160
4	Football	Head Coach	0.2600	\$8,320
5		1st Assistant	0.1500	\$4,800
6		2nd Assistant	0.1500	\$4,800
7		Freshman	0.1200	\$3,840
8		Freshman Assistant	0.0600	\$1,920
9		7th & 8th Head Coach	0.0900	\$2,880
10		7th & 8th Assistant	0.0500	\$1,600
11	Basketball	Boys' Head Coach	0.2600	\$8,320
12		Boys' Assistant	0.1200	\$3,840
13		Boys' JV	0.1500	\$4,800
14		Boys' Freshman	0.1200	\$3,840
15		Boys' 8th Grade	0.0600	\$1,920
16		Boys' 7th Grade	0.0600	\$1,920
17		Boys' 6th Grade	0.0600	\$1,920
18		Boys' Elem. Basketball/Sports	0.0500	\$1,600
19		Girls' Head Coach	0.2600	\$8,320
20		Girls' Assistant	0.1200	\$3,840
21		Girls' JV	0.1500	\$4,800
22		Girls Freshman	0.1200	\$3,840
23		Girls' 8th Grade	0.0600	\$1,920
24		Girls' 7th Grade	0.0600	\$1,920
25		Girls' 6th Grade	0.0600	\$1,920
26		Girls' Elementary	0.0500	\$1,600
27	Volleyball	Head Coach	0.1800	\$5,760
28		JV Coach	0.1300	\$4,160
29		Freshman "C" Team	0.0800	\$2,560
30		8th Grade Coach	0.0500	\$1,600
31		7th Grade Coach	0.0500	\$1,600
32		6th Grade Coach	0.0500	\$1,600
33		Elementary Coach	0.0500	\$1,600
34	Wrestling	Head Coach	0.1600	\$5,120
35		Assistant Coach	0.1000	\$3,200
36		Middle School Coach	0.0900	\$2,880
37		Elementary Coach	0.0500	\$1,600
38	Baseball	Head Coach	0.1600	\$5,120
39		Assistant Coach	0.0900	\$2,880
40		JV Coach	0.0600	\$1,920
41	Softball	Head Coach	0.1600	\$5,120
42		Assistant Coach	0.0900	\$2,880
43		JV Coach	0.0600	\$1,920
44	Tennis	Head Coach	0.1200	\$3,840
45		Assistant Coach	0.0600	\$1,920
46	Cross Country	Head Coach	0.1200	\$3,840
47		Assistant Coach	0.0800	\$2,560
48		Middle School Coach	0.0600	\$1,920
49	Golf	Boys Head Coach	0.1200	\$3,840
50		Girls Head Coach	0.1200	\$3,840
51	Weight Room	Supervisor	0.0500	\$1,600
52				
53				
54	*See back side of Appendix B-1 (Athletics Extra-Curricular Schedule) for application of experience factor.			
55				
56				
57	*An experience factor of 0.01 shall be added to the schedule factor if the individual holding the position currently			
58	has five (5) or more years of consecutive experience in that position. Another 0.01 shall be added after the			
59	second five (5) consecutive years and again after the third five (5) in that position with no break in service.			
60	"Consecutive years in that position" for determining the experience factor to be applied for a particular sport			
61	shall include consecutive years of service in all listed coaching positions in Appendix B-1 for that particular sport			
62	Volunteer coaching service for that particular sport shall not be included in determining the experience factor			
63	to be applied.			

APPENDIX B
2022-2023 SCHOOL YEARS
EXTRACURRICULAR CLUBS

	A	B	C	D
1				
2	Activity		Factor	Amount
3	High School Instructional Leader	Instructional Leader*	0.1000	\$3,200
4	High School Instructional Leader	Instructional Leader*	0.1000	\$3,200
5	High School Instructional Leader	Instructional Leader*	0.1000	\$3,200
6	High School Instructional Leader	Instructional Leader*	0.1000	\$3,200
7	Middle School Instructional Leader	Middle School	0.1000	\$3,200
8	Class Sponsors	Freshman	0.0400	\$1,280
9		Sophomore	0.0700	\$2,240
10		Junior	0.1300	\$4,160
11		Senior	0.0700	\$2,240
12				
13	Clubs & Student Activities		Factor	Amount
14	Academic Team		0.0400	\$1,280
15		Assist. Academic Team	0.0400	\$1,280
16		Assist. Academic Team	0.0400	\$1,280
17		M.S. Academic Team	0.0400	\$1,280
18	Middle School Spellbowl		0.0125	\$400
19	Band		0.1800	\$5,760
20	Middle School Paper		0.0400	\$1,280
21	High School Paper		0.0800	\$2,560
22	Yearbook	Elementary	0.0300	\$960
23	Yearbook	Middle School	0.0400	\$1,280
24	Yearbook	High School	0.0500	\$1,600
25	Cheerleaders (Varsity & J.V.)		0.0800	\$2,560
26	Cheerleaders	Freshman	0.0400	\$1,280
27	Cheerleaders	Middle School	0.0400	\$1,280
28	WHS Student Counsel		0.0700	\$2,240
29	Mid Sch Student Counsel		0.0350	\$1,120
30	Elem. Sch. Student Counsel		0.0200	\$640
31	Booster Club		0.0500	\$1,600
32	Drama - Full Year		0.0600	\$1,920
33	Elem. Drama Sponsor		0.0200	\$640
34	Auditorium Manager		0.0600	\$1,920
35	National Honor Society		0.0500	\$1,600
36	Junior Honor Society		0.0500	\$1,600
37	S.T.A.N.D.D.		0.0150	\$480
38				
39	WHS Textbook Adoption Chairperson		0.0300	\$960
40	MS Textbook Adoption Chairperson		0.0300	\$960
41	Elem. Textbook Adoption Chairperson		0.0400	\$1,280
42	Elementary Instructional Leader		0.0400	\$1,280
43	Elementary Choir		0.0200	\$640
44	Art Club		0.0250	\$800
45	Spanish Club		0.0250	\$800
46				
47	Web Page Program/Sponsor		0.0400	\$1,280
48	Web Page Program/Sponsor		0.0400	\$1,280
49	Web Page Program/Sponsor		0.0400	\$1,280
50	Science Olympiad Sponsor		0.1800	\$5,760
51	Service Learning		0.0200	\$640
52				
53				
54	Consecutive years in that position for determining the experience factor to be applied for a particular position of			
55	instructional leader shall be the total consecutive years of service as an Instructional Leader and Department Head.			
56	Each instructional leader position will be comprised of the subject areas designated by the Superintendent			
57	or his/her designee in his/her sole discretion.			
58				
59	*An experience factor of 0.01 shall be added to the schedule factor if the individual holding the position currently			
60	has five (5) or more years of consecutive experience in that position. Another 0.01 shall be added after the			
61	second five (5) consecutive years and again after the third five (5) consecutive years in that position with no break in			
62	service.			
63				
64	"Consecutive years in that position" for determining the experience factor to be applied for a particular position of			
65	Class Sponsor shall be the total consecutive years of service as a Class Sponsor for the Freshman, Sophomore,			
66	Junior and Senior Classes.			
67				
68	"Consecutive years in that position" for determining the experience factor to be applied for a particular position of			
69	Academic Coordinator shall be the total consecutive years of service as a Academic Coordinator or an			
70	Assistant Academic Coordinator.			
71				
72	"Consecutive years in that position" for determining the experience factor to be applied for a particular position of			
73	Sponsor for Cheerleaders (Varsity and J.V.) shall be the total consecutive years of service as a Cheerleader sponsor			
74	for the varsity, junior varsity, freshman and middle school levels.			