



## **WWS Collective Bargaining Tentative Agreement (21-22)**

**Date: November 10, 2021**

### **A. Salary and Wage Provisions**

The parties agree that the teacher salaries and wages to be affected by this agreement are accurately reflected within this agreement. The salary of a teacher on an extended contract will be proportionately increased in direct relationship to the individual's base salary. Part-time teachers shall receive salary and benefits in direct proportion to the amount of time worked. The reimbursable mileage rate for performing approved school-related business will be as per the current IRS rate.

All active certified teachers shall receive their salary through twenty-six (26) bi-weekly installments. Sections C and D of this Article contain all wage payments for ancillary, co-curricular, and extra-curricular duties/activities.

#### One-Time Compensation Adjustment for Transition to Salary Schedule

1. On **November 12, 2021**, all teachers who meet the eligibility criteria laid out in Section B of this Article shall receive a salary increase, based on the compensation model factors laid out in Section B of this Article, prorated to the amount reflective of a transition of the teacher's salary to the salary schedule compensation model laid out in Section B of this Article. Thus, the teacher's bi-weekly salary, beginning **November 12, 2021**, will be the bi-weekly equivalent of the annual salary laid out in the salary schedule compensation model. Teachers will be placed on/transitioned to this salary schedule compensation model at the level equal to or next highest compared to the teacher's **2020-21** salary. No "back pay" is to be provided under this agreement, except to the extent that **November 12th** is not the start of a pay period.

### **B. Compensation Model**

#### Base Salaries

Base salaries range from \$40,000 to \$57,645 prior to the application of salary increases under this agreement.

#### Starting Salaries for New Teachers

For any teacher employed by Western Wayne Schools under this Agreement, the school year salary for newly hired teachers with no previous teaching experience will be \$40,000 and other newly hired teacher salaries will be based on the terms of the compensation model for newly hired teachers.

The superintendent shall be given the authority to increase the starting salary for newly

hired teachers in areas deemed by the superintendent as “difficult to fill.” These individuals may receive, at the discretion of the superintendent, up to a \$10,000 increase to the base starting salary, but the final, total base salary may not exceed the maximum amount identified in the base salary range.

### Compensation Model

#### *Eligibility*

Generally, teachers with evaluation results of “Needs Improvement” and/or “Ineffective” are not eligible for any additional compensation under this agreement, except for a teacher in the first two (2) full school years that the teacher provides instruction to students in elementary school or high school. If a teacher provides instruction to students in elementary school or high school in another state, any full school year, or its equivalent in the other state, that the teacher provides instruction counts toward the two (2) full school years under this provision. Aside from this limited statutorily-based exception, a teacher with an evaluation result of “Needs Improvement” or “Ineffective” will not receive any stipend or base salary increase under this agreement. The amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be re-allocated equally to teachers rated effective and highly effective as a one-time stipend.

In addition, teachers must have a minimum of 120 days of active service (workdays actually worked by the teacher/employee) in a school year to be eligible to receive an evaluation. As such, a teacher where an evaluation cannot be completed in a school year will not receive any increase under this agreement. Paid days off such as sick, family illness and/or personal shall not count as work days/days of active service toward the determination of being eligible to receive an evaluation, except for Family-Medical Leave Act and military leave days.

#### *Compensation Model Factors and Increases*

This compensation increase will be based on the factors of receipt of an effective or highly effective evaluation for the previous school year and the academic needs of students.

1. The salary increase for evaluation is \$950.
2. The salary increase for academic needs is a teacher retention catch-up increase, and is defined as retaining effective and highly effective teachers by maintaining a competitive overall compensation system. Eligible teachers will be transitioned to the 2021-22 salary schedule compensation model at the level equal to or next highest compared to the teacher’s 2020-21 salary. Any teacher whose hire-in salary was an amount greater than a level commensurate with their years of experience on the Salary Schedule at the time of hire will not receive an academic needs increase.

The salary increase will be implemented on November 12, 2021. The teacher’s bi-weekly salary, beginning November 12, 2021, will be the bi-weekly equivalent of the annual salary laid out in the salary schedule compensation model.

**C. Athletic Extracurricular/Ancillary Duty Salary**

Athletic Supervisors	\$963
Archery	\$250
Bowling	\$500
Elementary Basketball	\$455
Middle School Boys Basketball, Gr. 7	\$1,039
Middle School Boys Basketball, Gr. 8	\$1,039
Middle School Boys Football, Head Coach	\$1,091
Middle School Boys Football, Assistant	\$892
Middle School Boys Track, Head Coach	\$973
Middle School Boys Co-Ed Track, Assistant	\$377
Middle School Boys Wrestling, Head Coach	\$668
Middle School Boys Wrestling, Assistant	\$377
Middle School Boys Golf	\$576
Middle School Girls Basketball, Gr. 7	\$1,039
Middle School Girls Basketball, Gr. 8	\$1,039
Middle School Girls Track	\$973
Middle School Girls Cheerleading	\$909
Middle School Girls Volleyball, Gr. 7	\$736
Middle School Girls Volleyball, Gr. 8	\$736
Middle School Boys and Girls Cross Country	\$687
High School Boys Baseball, Head Coach	\$2,993
High School Boys Baseball, JV/Assistant	\$1,446
High School Boys Basketball, Head Coach	\$6,209
High School Boys Basketball, JV/Assistant	\$2,318
High School Boys Basketball, Freshman	\$1,299
High School Boys Football, Head Coach	\$6,209
High School Boys Football, Assistant	\$1,727
High School Boys Tennis	\$1,636
High School Boys Track, Head Coach	\$2,058
High School Boys Wrestling, Head Coach	\$2,408
High School Boys Wrestling, Assistant	\$1,061
High School Boys Golf	\$1,299
High School Girls Basketball, Head Coach	\$6,209
High School Girls Basketball, JV/Assistant	\$2,318
High School Girls Basketball, Freshman	\$1,299
High School Girls Cheerleading, Varsity	\$1,363
High School Girls Cheerleading, Assistant	\$773
High School Girls Gymnastics	\$1,299
High School Girls Tennis	\$1,636
High School Girls Track	\$2,058
High School Girls Volleyball, Head Coach	\$2,794
High School Girls Volleyball, JV/Assistant	\$1,182
High School Girls Softball, Head Coach	\$2,993
High School Girls Softball, Assistant	\$1,446
High School Girls Golf	\$1,299
High School Girls Cross Country	\$1,991
Co-Ed Track, Assistant	\$1,182

**D. Non-Athletic Extracurricular/Ancillary Duty Salary**

Elementary

Music/Choral	\$662
Spell Bowl	\$250
Knitting Club	\$250
Drama Club	\$250
Dance Club	\$250
Robotics Club Sponsor	\$500
Elementary Club	\$250

Middle School

Student Council	\$500
Builder's Club	\$350
Honor Society	\$303
Middle School Club	\$250

High School

Agriculture	\$4,500
Drama (per play-2)	\$750
FFA	\$561
Key Club	\$433
Music/Choral	\$1,273
Music, Instrumental	\$2,013
Drill Teams	\$850
Drill Writer	\$850
Band Consultant	\$350
Percussion Consultant	\$350
BPA	\$866
Spanish	\$312
Freshman Class Sponsors	\$113
Freshman Class Sponsors	\$113
Sophomore Class Sponsors	\$113
Sophomore Class Sponsors	\$113
Junior Class Sponsors	\$113
Junior Class Sponsors	\$113
Senior Class Sponsors	\$113
Senior Class Sponsors	\$113
Prom Sponsors	\$410
Prom Sponsors	\$410
Graduation Coordinator	\$318
Graduation Coordinator	\$318
Student Council	\$500
Yearbook	\$878
National Honor Society	\$382
Robotics Club Sponsor	\$500

Academic Coordinator	\$681
Academic (math, science, English, soc. studies, fine arts)	\$393
Summer Music	\$973
High School Club	\$250

School Improvement Committee Team Members

Each position within each school building	\$350
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Miscellaneous

Tutoring outside of regular contractual hours/days (must have prior administrative approval)	\$20/hour
Approved instructional programs outside of regular contractual hours/days (must have prior administrative approval)	\$20/hour
Fitness Lab Supervision (must have prior administrative approval)	\$20/hour
Homebound Instruction	Individual teacher hourly rate
Saturday School	\$15/hour
Curriculum and/or instructional activities outside of regular contractual hours/days (must have prior administrative approval)	\$75/day
Teacher Leader Position (multiple)	\$1,500 (per days/180)

**ARTICLE IV**

**A. Wage Related Fringe Benefits**

1. Health Insurance

Each qualifying teacher will receive the following Board contribution towards health insurance for the 2021-22-school year:

<b>TIER</b>	<b>BOARD CONTRIBUTION</b>			
	<b>Plan B</b>	<b>Plan D</b>	<b>Plan E</b>	<b>Plan F</b>
Single	\$3,316	\$6,853	\$6,753	\$6,466
Employee/Child	\$3,795	\$8,835	\$8,300	\$7,500
Employee/Spouse	\$5,349	\$11,701	\$11,200	\$9,500
Family	\$5,951	\$14,431	\$14,281	\$11,595

In no event shall one hundred percent (100%) of premiums for a plan be paid by the Board. If the amount of the premium is less than the Board contribution, the teacher shall pay one dollar (\$1.00).\* -The Board reserves the right to eliminate health insurance plan options at any time without the consent of the Western Wayne Education Association.

2. Dental and Vision Insurance

A group dental and vision insurance program will be made available to all actively working teachers. The Board contribution to each plan for each participating employee will be \$50.00 per year. \* This provision will become null and void if the minimum number of participants, as per the rules of the selected vendor, cannot be obtained.

3. Life Insurance

The Board shall provide for each qualifying teacher a group life insurance plan which shall pay the teacher's designated beneficiary the sum of fifty thousand dollars (\$50,000.00) in the event of death; and, in the event of accidental death, an additional \$50,000 shall be paid, for a total of \$100,000 in case of accidental death. -The Board shall pay all premiums except for one dollar (\$1.00) which shall be paid by the qualifying teacher. \*

If the terms of the policy and/or the requirements of the life insurance carrier reduce the life insurance benefit(s) at a particular age or under specified circumstances, then any affected beneficiaries of any teacher shall accept the amount paid by the life insurance carrier as the total benefit expected and/or entitled to, even if the amount paid by the carrier is a lesser amount than specified above.

Any financial difference or shortfall experienced by the beneficiaries of a teacher falling under these circumstances and provisions shall not hold the Western Wayne School Corporation liable and shall not be entitled to any additional payments by the school corporation for any reason.

4. Long-Term Disability Insurance

The Board shall provide for each qualifying teacher a group long-term disability plan. The Board shall make a maximum payment of one hundred fifty dollars (\$150.00) per teacher, with the teacher paying not less than one dollar (\$1.00) per year.\*

\* The sole authority for the selection of the insurance carriers shall be with the Board. Any insurance benefit provided by the Board shall be subject to the rules and regulations of the underwriters, carrier or group consortium.

5. IRS Section 125

A teacher may participate in the Western Wayne Schools Salary Reallocation Plan approved and adopted by the Board under the provisions of Section 125 of the Internal Revenue Code.

**B. 401(a) Matching Annuity Plan**

The Board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the 401(a) Plan) for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees. The Board shall also maintain a 403(b) Plan (hereinafter referred to as the 403(b) Plan) for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax salary reduction contributions which will be matched by equal Board contributions to the 401(a) Plan. The Board contribution to the 401(a) Plan will be 2%.

The contributions made by the certified employees and matched dollar for dollar by the Board shall be an amount which reflects the appropriate percent of the certified employees' base salary as set forth on the certified employees' teacher contract which corresponds to his or her salary.

For the certified employees hired after the date of ratification of the contract, he/she will be one hundred percent (100%) vested upon the completion of five (5) years of service

with Western Wayne Schools.

**C. Payment of Background Check Fees**

The Board agrees to pay the costs associated with obtaining expanded criminal history background checks for currently-employed teachers.

**ARTICLE V**

**A. Grievance Procedure**

It is in the interest of the general public, and in the interest of the school children that both the school employee and school employer serve, that grievances be reconciled and disposed of as expeditiously as is possible.

The parties agree that grievances which arise out of the application or interpretation of this agreement, shall be resolved in accordance with the grievance procedure described in this agreement.

**Grievance Procedure**

**Section 1. Definitions**

A grievance is an alleged violation or claimed misinterpretation of a specific article or section of this Agreement.

The term "teacher" includes any individual or group of individuals within the bargaining unit.

The term "day" when used in this Article shall be working days. During the summer recess, the term shall mean weekdays.

The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication, or misinterpretation of the provisions of this Contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

The number of days indicated at each level shall be considered as maximum, and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representation of each party.

**Section 2. Procedure**

**Step One**

Within ten (10) days of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance to the building principal.

Within

three (3) days after the presentation grievance, the building principal shall orally answer the grievant.

**Step Two**

Within ten (10) days of the oral answer, if the grievance is not resolved it shall be stated

in writing, signed by the grievant, and submitted to the building principal on a form mutually agreed upon by the Association and the Administration.

The Grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provision of this Agreement alleged to be violated, (4) state the contention of the grievant with respect to the grievance, and (5) indicate the specific relief requested.

Within five (5) days after receiving the written grievance, the principal shall communicate his answer, in writing, to the grievant.

### **Step Three**

If the grievance is not resolved in Step Two, the grievant may, within ten (10) days of the receipt of the principal's answer, present the grievance 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.

The Superintendent, or his designated representative, shall give the grievant an answer, in writing, no later than ten (10) days after the receipt of any written grievance properly filed with the Superintendent's office.

### **Step Four**

Within ten (10) days after receiving the decision of the Superintendent, an appeal from the decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular or special meeting and render its decision in writing to the grievant no later than ten (10) days after receipt of the appeal.

The Board may not consider any material, allegation, or remedy that was not presented in Step Three.

The decision of the Board is final with no further appeal rights



**ARTICLE VI**  
**Conditions and Duration of Agreement**

This agreement shall be effective as of the date of ratification and school board approval, retroactive to July 1, 2021, and shall continue in effect until June 30, 2022. The health benefits outlined in this contract will be effective as of October 1, 2021, through September 30, 2022 or until a TA is reached and these numbers change after the 2022-23 collective bargaining session.

This agreement is made and entered into the 10th day of November 2021 by and between the Board of School Trustees of Western Wayne Schools and the Western Wayne Education Association.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on October 13, 2021, and electronic participation from the parties and/or public [was/was not] permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on November 10, 2021, to discuss the tentative agreement and electronic participation from the governing body and/or public [WAS/WAS NOT] permitted.

THE BOARD OF SCHOOL TRUSTEES  
WESTERN WAYNE SCHOOLS

WESTERN WAYNE EDUCATION OF THE  
ASSOCIATION

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
SECRETARY

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Andy Stover, Chief Negotiator of the  
Exclusive School Employer's Negotiation Team

**Appendix A 2021-22 Salary Schedule**

**Salary Schedule**

0	40000
1	41411
2	42127
3	42843
4	43559
5	44275
6	44991
7	45707
8	46423
9	47139
10	47855
11	48571
12	49287
13	50003
14	50719
15	51435
16	52151
17	52867
18	53583
19	54299
20	55015
21	60136
22	60852
23	61568
24	62284
25+	63000

