WEST CENTRAL SCHOOL CORPORATION

Master Contract

July 1, 2025-June 30, 2027

Tentative Agreement Reached October 30, 2025

MASTER CONTRACT

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CONTRACT
Between
THE BOARD OF SCHOOL TRUSTEES
OF THE
WEST CENTRAL SCHOOL CORPORATION
and
THE WEST CENTRAL CLASSROOM TEACHERS ASSOCIATION

This Contract entered into this [insert date], 2025, by and between the Board of School Trustees of the West Central School Corporation, hereinafter called the "Board", and the West Central Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association".

ARTICLE I – Recognition

Section 1. The Board hereby recognizes the West Central Classroom Teachers Association (Local Association) as the exclusive representative to all teachers in the School Corporation.

Section 2. Definitions

A. The term "teacher", when used in this Contract shall refer to all certificated personnel employed by the Board except the Superintendent, Assistants to the Superintendent, Principals, Assistant Principals, Administrative Assistant, Vocational Director, Athletic Director, Speech Language Pathologists, and Employees of the Cooperative School Services. *This change is pending IEERB Approval. If contract is ratified before IEERB approval has been granted, this change will need to be addressed in next Bargaining season.

B. The terms "Board" and "Association" shall include authorized officers, representatives and agents.

C. The term "School Corporation", when used in this Contract, shall refer to the West Central School Corporation located in the Counties of Pulaski and Jasper of the State of Indiana. When used in this agreement the term shall refer to the Board, officers, administrators, and supervisors of the Corporation.

D. References in this Contract to gender shall include all individuals, whether male or female, unless in the specific context the language reads, "this section shall refer only to (male) (female) teachers."

E. The term "immediate family" when used in this Agreement shall refer to a teacher's parents, siblings, child (including miscarriage or stillbirth), step-children, grandchild, spouse, son-in-law, daughter-in-law, parent of spouse, grandparent, grandparent of spouse, sibling of the teacher's spouse, spouse of teacher's sibling, spouse of the teachers spouse's sibling, a person who has been living as a regular member of the household of the teacher, one for whom the teacher is executor of an estate, has power of attorney, or is the sole surviving relative.

F. The terms “daily rate,” “daily contractual rate”, and “daily rate wage” shall refer to a teacher’s regular teacher contract salary divided by one hundred eighty-four (184).

G. The term “hourly rate” shall refer to a teacher’s daily rate divided by seven (7).

ARTICLE II - Contract Conditions

Section 1. This Contract supersedes and cancels all previous agreements whether verbal or written between the School Corporation and the Association as well as any alleged past practices of the School Corporation, and this Contract constitutes the entire agreement between the parties.

Section 2. The parties agree that this Contract shall supersede any rules, regulations, policies, or practices of the Board, which would be contradictory or inconsistent with the terms of this Contract. Any individual contracts between the Board and an individual member of the bargaining unit shall be made subject to this Contract. If any such individual contract made during the term of this Contract contains any language inconsistent with this Contract, this Contract shall prevail.

Section 3. Any amendment or agreement adding to, subtracting from or supplemental to this Contract shall not be binding upon either party unless it is executed in writing by each of the parties hereto.

Section 4. Should any Article, Section or Clause of this Contract be declared illegal by a court of competent jurisdiction, said Article, Section or Clause, as the case may be, shall be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Sections and Clauses shall remain in full force and effect for the duration of the Contract, if not affected by the deleted Article, Section or Clause.

Section 5. In the event the School Corporation comes under any court order or conciliatory agreement with any state or federal regulatory commission or agency, the carrying out of which would affect the terms of this agreement, the parties agree to negotiate in regard to such terms within the scope of the conciliation agreement or order.

Section 6. The Board through its designee and representatives of the Association agree to meet, at either’s request, at a time convenient to both parties, to discuss matters of educational policy, administrative practices and procedures and matters relating to the implementation of this Contract.

Section 7. The contract will be placed on the West Central School Corporation website for teacher access.

ARTICLE III - Association Provisions

Section 1. **Association Leave.** The Association President and/or his designee shall be permitted up to four (4) days total during the school year to conduct Association business, which may be taken in one-half day units. Two (2) days’ notice will be given to the Superintendent of such a request. Association days shall not be subtracted from the teacher(s) accumulated leave days.

ARTICLE IV - Educational Atmosphere and Teacher Conditions

Section 1. Extended Contracts. Nothing contained herein shall be construed to prohibit the Board from offering an extended contract to an individual teacher, such additional days to be paid for at the teacher's daily contractual rate, or pursuant to the extra-curricular schedule. The only exception to this statement is that in order to maintain and carry on a Driver Education program the Board will establish an hourly rate that is fair and reasonable after consulting with the teachers involved and the Association.

ARTICLE V - Compensation and Expenses

Section 1. Salary Range. The salary range is $41,000 - $ 68,000 prior to any increases negotiated under this agreement. The compensation model/plan is set forth in Appendix A. The Board will also pay the teacher's portion of the appropriate ISTRF contribution, up to a maximum of 3%.

Section 2. Extra-Curricular Salaries. Teachers shall be paid for extra-curricular appointments as provided in Appendix B. The board will also pay the teacher's portion of the appropriate ISTRF contribution, up to a maximum of 3%.

Section 3. Grant-Funded Special Teacher Assignments. The Board shall determine the amount of any payment for extra duties beyond the regular contractual duties to be performed in connection with special teacher assignments for which the source of funding is a grant or similar source.

Section 4. Mileage Reimbursement and Professional Development.

- **A.** A teacher who is specifically authorized by the administration to use his own vehicle in pursuance of an approved school activity, as for example but not by way of limitation approved transportation of students or equipment or travel to authorized conferences, shall be reimbursed the current IRS rate per mile traveled. As used in this section "an approved school activity" does not include travel to and from school, athletic events, nor all-school events such as parent-teacher nights, graduation ceremonies and similar events.
- **B.** The School Corporation shall pay or, upon receipt of written invoice, reimburse a teacher for registration fees for previously approved professional development events. The School Corporation shall reimburse the teacher for meals for multi-day events (up to thirty dollars ($30) per day).

Section 5. Background Checks. The school corporation shall reimburse the cost of any and all Indiana expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10. Current employees will be responsible for paying for other out-of-state background checks. New employees will be responsible for payment of all background checks.

Section 6. Wage Payment Agreement-A teacher's annual salary shall be paid in twenty-six (26) payments as shown in Appendix C. If a holiday falls on a payday Friday, payroll will be transmitted the preceding day. No

later than April 1 each year, a teacher may elect a lump sum payment of the remainder of their salary owed for the school year to be distributed the second payroll in June. If evaluations are not finalized prior to the beginning of the school year any raised and back pay shall be distributed within thirty (30) days of the finalization of evaluations and a ratified contract.

Section 7. Extended Contracts & New Teacher Orientation – A teacher who is on an extended contract or who attends new teacher orientation shall be paid his/her daily rate wage for each day of work. A list of extended contracts is below for informational purposes only.

A. Elementary Social Emotional Learning Specialist – 190 days
B. MS/HS Social Emotional Guidance Counselor- 195 days
C. MS/HS College and Career Ready Guidance Counselor-200 days

Section 8. Athletic Pass- The School Corporation shall provide each teacher with an athletic pass for the teacher and the teacher's immediate family, or in the case of a single teacher, for the teacher and a guest. The athletic passes will be for all School Corporation athletic events other than those events which are shared gate receipts or those events for which the School Corporation is a host for a tournament or play-off.

Section 9. Summer School Wages. A teacher shall be paid the teacher's hourly rate for teaching summer school.

Section 10. Cardiopulmonary Resuscitation. No less than every two years, the School Corporation shall offer cardiopulmonary resuscitation training at no cost to teachers.

Section 11. Lactation Space. A private space shall be made available in each building for the purpose of allowing a lactating teacher to express breast milk. This space shall have a locking door, be free from intrusion, include a refrigerator of sufficient size to hold a container of breast milk, and shall not be a restroom.

Section 12. Ownership of Work Products. As a wage-related benefit, a teacher will retain ownership of the teacher's self-created work products, if created outside the scope of school employment and not using school resources.

ARTICLE VI – Insurance

Section 1. Life Insurance. The Board agrees to make available to each teacher in the bargaining unit a group life insurance policy in the face amount of $50,000.00, with double indemnity for accidental death, the premium to be paid by the school corporation except $1.00 to be paid by the teacher.

Section 2. Health Care Insurance –

A. In calendar year 2026, the Board shall contribute $8434 to any single plan and shall contribute $19,872 to any family plan. In calendar year 2027, the Board shall contribute $8734 to any single plan and shall contribute $21,002 to any family plan. In the event the insurance trust in which the School Corporation participates offers a high deductible health plan and the premium is less than the Board's contribution

toward the premium for the plan elected, the Board will deposit any difference between the premium and the Board's contribution-minus one dollar ($1.00)-into the teacher's HSA account.

B. In the event both spouses are full time employees in the West Central School Corporation, and the situation is such that they desire a family health program rather than two singles, they will be credited with a corporation contribution equivalent to the value of the sum of the single health contributions for their respective employee groups or the value of the family health contributions, whichever is greater. In no event, however, may the corporation's contribution exceed the cost of the insurance less $2.00.

C. The School Corporation and the Association shall each appoint one member to the board of trustees of the insurance trust. The trustee appointed by the Association shall receive professional leave to attend regularly scheduled insurance trust meetings and meetings of which the trustee is a member of a committee.

D. For the 2025-2026 school year only, the School Corporation will provide a one-time contribution to the Health Savings Account (HSA) of a teacher on a qualifying School Corporation plan in the amount of $1300. This contribution shall be payable by March 1, 2026. To be eligible, the teacher must be employed by the School Corporation on the date of deposit and have an HSA account with the Corporation's vendor.

E. The parties agree that should the School Corporation receive at least $150,000 in additional education fund revenue for the 2026-2027 school year, the parties agree to designate 15% of any of the additional education fund revenue to the single group health and/or family group health insurance plans. The additional educational fund revenue will be determined using the Worksheet Estimation on the State Aid website.

Section 3. Long Term Disability Insurance - The Board agrees to pay up to $50.00 per year, not to exceed the cost of the applicable premium for each teacher enrolled in the School Corporation's group LTD plan. The premium rate and waiting period shall be determined by the MASE Insurance Trust, upon receiving input from the Board and Association.

Section 4. Insurance While on Unpaid Leave. Any teacher on a leave, who is not being compensated for such leave or whose compensation for such leave has expired, may continue his/her insurance by paying to the School Corporation an amount equal to the total sum of the monthly premiums for such insurance for the anticipated length of such leave prior to such leave (or when compensated leave expires). This excludes any unpaid leave under the Family and Medical Leave Act.

Section 5. Vision Insurance - The Board agrees to pay $57.28 toward a single or family vision plan . In the event both spouses are full time employees in the West Central School Corporation, and the situation is such that they desire a family vision program rather than two singles, they will be credited with a corporation contribution equivalent to the value of the sum of the two single plans. **An employee shall pay no less than $1 per month for coverage.**

Section 6. Timeline for Insurance Coverage. Health, Life, LTD, and Vision Insurance coverage will begin on September 1 of each calendar year and remain in effect for each teacher who completes his/her contract until the following August 31. New employees will be insured at the beginning of the first day of the month following employment. In cases wherein a teacher's employment is ceased during the school year, his/her insurance will be terminated at the end of the month in which employment was severed.

(For Informational Purposes) Individuals that retire at the end of a school year who meet the Early Retirement definition (as defined by Public Law 43) and wish to continue with their insurance coverage will start paying full premium on September 1 (Health, Life, and Vision). Health and Life coverage eligibility may remain until the end of month of age 65.

Section 7. Dental Insurance. The School Corporation shall offer dental insurance at each teacher's own expense.

Section 8. Section 125. A Section 125 Flexible Benefit Plan will be available to each teacher. Any costs incurred by this program shall be borne by each teacher using the program.

ARTICLE VII - Leave of Absence

Section 1. Paid Time Off (PTO)- Each teacher shall be entitled to a total of thirteen (13) days the first (1^{st}) year and ten (10) days in each succeeding year. These days shall be added to any accumulated PTO at the beginning of the school year and shall accumulate up to 120 days .

All certificated personnel, who are on extended contracts, shall be credited to their PTO, one (1) additional day for each full month of such extended contract.

If a teacher has accumulated one (1) or more sick days in another public-school corporation of this state and then becomes employed at West Central, there shall be added to the teacher's PTO days, for his second year and each succeeding year, four (4) sick days into the teacher's PTO until the accumulated days of which the teacher was entitled in his last employment are executed.

In the event of serious illness, major surgery, pregnancy complications, or serious accident involving a member of the immediate family, in which the teacher's presence is necessary and the teacher has no PTO days remaining; however, the teacher has accumulated sick days in another public school corporation of this state, and the teacher is in at least his/her second year at West Central, upon the teacher's request, up to 15 sick days, of which the teacher was entitled in his/her last employment, will be transferred.

PTO days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return. A teacher who was previously employed by the School Corporation shall have all accumulated sick leave or PTO not transferred to a different school employer reinstated immediately upon their return to employment for the School Corporation.

PTO days may be taken in one-half day units.

Beginning with the 2026-2027 school year, a part-time teacher will receive prorated PTO days and prorated health insurance contribution based on the portion of the contractual day or contractual year the teacher is assigned. PTO days shall be prorated in half day increments. A teacher who was an employee of the School Corporation as of May 22, 2026 shall receive full insurance contributions even when assigned a part-time position. *Pending IEERB Approval. If contract is ratified before IEERB approval has been granted, this change will need to be addressed in next Bargaining season.

The Superintendent may require verification from a physician of an illness, incapacity, injury, or quarantine if the use of PTO extends beyond five (5) consecutive days. In the event of a planned absence lasting more than five (5) consecutive days, a teacher may request prior approval of the Superintendent.

PTO days may not be used solely to extend a vacation break.

Section 2. Worker's Compensation Leave - A teacher who is absent from work because of injury received on the job receives regular pay from his/her accumulated sick leave the first five (5) days (chargeable against PTO leave). After the first five (5) days the teacher will be paid by the School Corporation the difference between Worker's Compensation and his/her regular pay. In the event a teacher needs to be absent due to an injury sustained as a result of an assault and/or batter in the course of employment, which is determined to be compensable under Indiana worker's compensation laws, while a teacher is properly discharging the teacher's duties, the teacher shall receive the difference between the teacher's daily amount (teacher's daily rate) paid through workers' compensation and the teacher's daily rate for a period up to one hundred eighty-four contract days of absence. The absence caused by an assault and/or battery, for a period up to one hundred eighty-four (184) days described above, shall not be charged against the teacher's paid leave. The Board may require an independent medical or psychological examination at the Board's expense if there is a question as to the condition of the teacher at any time. A teacher must comply with Indiana's workers compensation reporting provisions in order to receive the benefits enumerated under workers' compensation.

Section 3. Bereavement Leave - Up to five (5) school days of absence within 30 calendar days from day of death, without loss of pay, for the purpose of bereavement, planning of arrangements, and funeral, shall be granted a teacher for a death in the immediate family.

Section 4. Funeral Leave - Up to two (2) consecutive school days of absence, without loss of pay, will be granted to attend the funeral of a relative, outside the immediate family, to wit: aunt, uncle, niece, nephew, first cousin to the teacher, or the aunt, uncle, niece, nephew, or first cousin of teacher's spouse.

Section 5. Sick Leave Bank.

A. Purpose:
   The purpose of the sick leave bank is to relieve its members from undue financial burdens due to absence from work on a long-term basis due to illness, injury, or incapacitation.
B. Eligibility for Use of the Bank:

1. Any West Central School Corporation teacher or administrator who has contributed days is eligible to participate in the Sick Leave Bank.
2. Teacher or Administrator has met criteria as outlined in the Teacher Handbook.
3. Upon return to work, the participant shall repay the Sick Leave Bank for days owed (number of days borrowed minus number of days contributed) at the rate of three (3) days per year. If a member retires, resigns, or for other reasons leaves the corporation before repaying the Sick Leave Bank, the debt shall be waived**.**

C. Composition of the Sick Leave Bank:

1. The number of days contributed will continue to accumulate until approximately two hundred fifty (250) days are credited to the Sick Leave Bank.
2. The annual enrollment period for accepting voluntary membership in the Sick Leave Bank shall be the first thirty (30) days of the school year, or the first thirty (30) days following the ratification of this contract, whichever is later**.**
3. The Sick Leave Bank will initially be formed through voluntary participation and by voluntary donations, with written authorization of two (2) full days by participating members. After the first year of membership in the Sick Leave Bank, a participant need only contribute one (1) personal illness day before the ratification of this agreement or PTO after the ratification of this agreement (if contributions are required) to remain a participating member in the Bank. If a participant desires to return to the status of a participating member after withdrawing from membership in the Sick Leave Bank, that teacher shall contribute two (2) days in the first year after returning to membership**.**
4. PTO days donated to the Bank by a participant are considered a permanent contribution to the Bank and may not be withdrawn or transferred to another school corporation.
5. If, at the start of the school year, there are approximately two hundred (200) days in the Sick Leave Bank, there shall be no contribution except for the repayment of days, contributions by participants returning to membership, and contributions by new members.
6. If, at any time, a member of the Sick Leave Bank desires to withdraw from the Bank, he/she shall write a letter to the President of the WCCTA requesting such withdrawal. Upon receipt of the letter, the President shall immediately notify the Superintendent's office of the withdrawal, which will then become effective immediately. The enrollment period at the beginning of the next school year would be the next opportunity for this teacher/administrator to rejoin the Bank.
7. In the event that the total number of days in the Sick Leave Bank should drop below thirty (30) days, each member of the Bank shall be assessed an additional PTO day in order to rebuild the Bank. If at that time a member has no remaining PTO days, he/she shall be exempt from this assessment.
8. PTO days may be donated to the Sick Leave Bank by a retiring teacher at the teacher's discretion.

D. Sick Leave Bank - Administration

The Sick Leave Bank shall be administered by a Committee of five (5) members – one appointed by the Administration and four by the Association. All terms of service will be two (2) years.

1. The entire membership of the Committee shall select one of their members to act as chairperson.

2. The Committee shall meet during the school year as needed. Special meetings may be called by the chairperson at the request of the Committee members.
3. In each case, a minimum of three (3) favorable votes by the Sick Leave Bank Committee is required to grant the use of days from the Sick Leave Bank.
4. The Committee shall prepare an annual report in conjunction with the Corporation Treasurer of days contributed by each teacher, sick leave bank days used, and days accumulated in the Sick Leave Bank, and distribute this report to the President of the West Central Classroom Teachers Association and the Superintendent.
5. Requests for use of the Sick Leave Bank shall be made in writing to the Committee.
6. Requests to donate days shall be made on the official forms provided by the Committee.
7. The decision of the Sick Leave Bank Committee shall be final and may not be grieved
8. The Committee shall use only the following criteria for granting use of the Sick Leave Bank. The applicant must be a current participant in the Sick Leave Bank.
    a. PTO days previously accumulated by the individual must be exhausted before Sick Leave Bank days may be granted.
    b. An eligible participant, or authorized designee, shall make written application to the Committee for leave under this provision. Said application shall be accompanied by a physician's certificate stating the nature, possible length of absence, and prognosis of the teacher's condition.
    c. No more than thirty (30) sick leave bank days will be granted to a teacher in one school year.

Section 6. Disability Leave - This policy shall apply to leave in all cases where a teacher is unable to teach because of a disability. Such disability shall include, among other items, disability arising from surgery, physical illness, mental illness or emotional disturbance, causing a disability for more than three (3) weeks, but not pregnancy or childbirth.

Where disability can reasonably be anticipated, as in the case of a scheduled operation, the following rules shall apply:

A. The teacher requesting leave shall notify the Office of the Superintendent of the expected time of leave as soon as reasonably possible.
B. The leave shall begin no later than the date the teacher's attending physician determines and shall end no earlier than at a time a teacher's attending physician determines. The School Corporation may require a statement by the physician on these medical questions.
C. The leave may commence and terminate at the end of any grading period and extend for a period of up to one (1) year; said teacher shall notify the Superintendent in writing of the intention to take such leave and, except in the case of emergency, shall give such notice at least thirty (30) days prior to the date on which the leave is to begin.
D. The leave shall not exceed twelve (12) months, except the School Corporation may grant additional special leave beyond twelve (12) months at its convenience to coordinate the return of the teacher with the commencement of the next semester of school.

Section 7. Pregnancy Leave.

A teacher who is pregnant shall be entitled, upon request, to a leave of absence for a period commencing at the time of physician certified pregnancy through one (1) year following the live birth of the child, subject to this section. A teacher that anticipates giving birth to a child during the regular school year and desires to use PTO leave days in addition to a disability leave shall make the request known, in writing, at the time a disability leave is sought.

Section 8 . Extended Leaves. Teachers are encouraged to commence and terminate such leaves to coincide with the end of grading periods but they may extend for any period as set forth in subsection A. The teacher should notify the Superintendent in writing of the intention to take such leave as soon as possible and shall give such notice at least thirty (30) days prior to the date on which the leave is to begin, except in case of medical emergency. Such notice shall also state the time of intended return to teaching, or of the fact that the teacher does not intend to resume teaching duties. In the case of a teacher desiring to extend his/her leave, he/she shall make such request to the Superintendent in writing, no less than twenty (20) teaching days prior to the scheduled termination of leave, and it may be granted, but in no case shall the leave exceed one (1) year. In the case of a teacher desiring to return prior to the scheduled date, then he/she shall make such request to the Superintendent in writing and it may be granted. In the case of a teacher not intending to resume teaching duties, the notice shall set forth the effective date of the teacher's resignation; the teacher shall then be eligible for use of PTO and to continue the insurance as provided for in Article VI, Section 6, to the effective date of resignation.

Section 9. Provisions Governing Teachers Not Intending to Return to Teaching After Leave. In the case of a teacher who does not intend to resume teaching duties with the School Corporation after expiration of the required leave:

1. The notice of request to take leave shall set forth the effective date of the teacher's resignation.
2. The teacher shall then be eligible to use accumulated leave as provided for in paragraphs A and B above and to continue the insurance as provided for in Article VI, Section 6.
3. In the event of a teacher taking leave leading to resignation, if the teacher is "over credited" with PTO days, the adjustment shall be made at the time of the taking of leave, either by "deducting" such accumulated PTO days from the teacher's accumulated credits or, if necessary, in the teacher's final pay on a per diem basis.

Section 10. Paid Parental Leave. In addition to other leaves set forth in this agreement, a teacher will be entitled to up to ten (10) days of paid parental leave within 1 year of the birth or adoptive placement of the teacher's child.

Section 11. PTO Leave Accumulation. PTO leave shall not accrue for a school year when the teacher was not actively employed. For teachers who were not actively employed the entire school year, credit for PTO leave shall be credited on a twenty-five-percent-per-term basis, with eighty percent of the school days in any term constituting a full term. Recognizing that PTO leave is "credited" to the teacher as of the first day of the Fall term, if this policy necessitates "deducting" PTO days, such adjustment shall be made in the school year of the teacher's return to teaching. A teacher shall accrue a maximum of 120 PTO days, and forfeit any remaining unused days at the end of each school year. Teachers who accrued more than 120 PTOs days prior to the ratification of this contract shall be grandfathered in and

maintain said PTO days. A teacher may have the option to donate any days over the 120 day maximum to the Sick Bank.

Section 12. Court Leave. The corporation shall grant a teacher time necessary to serve on a jury or to respond to a subpoena/court order when school related. The teacher shall be paid the difference between the jury duty pay and full teacher compensation.

Section 13. Family and Medical Leave Act. In accordance with Federal Law, the provisions of the Federal Family and Medical Act (FMLA), 29 U.S.C. 2601 et seq., shall apply to all employees of the School Corporation who have worked for at least 1,250 hours over the previous 12 months. All FMLA leaves are subject to FMLA laws, regulations, and school board policies. The School Corporation shall continue its contributions to all insurances while a teacher is on FMLA leave.

Section 14. Summer School Leave. When a summer school teacher must be absent from work, the cost of the substitute teacher shall be paid by the School Corporation. Teachers employed as such during summer program shall be eligible to use PTO on the same basis as it is used during the regular school year.

Section 15. Attendance Incentive.

Professional Development Days will not count as days absent.

All benefits received for Attendance Incentive days shall be paid within 30 days following the end of the 1st and 2nd semester. Staff members are responsible for submitting a claim form to Payroll to exercise this option.

A staff member who has accumulated more than one hundred twenty (120) PTO days has the opportunity to sell back to the corporation any days beyond one hundred twenty (120) at $50 per day paid not later than the second paycheck in June.

Section 16. Military Leave. Military leave and protections for teachers who are absent due to military service shall be granted to a teacher consistent with federal and state law. A teacher may request additional unpaid leave before returning to work.

Section 17. Professional Leave.

A. The School Corporation shall grant professional leave with pay for the purpose of:

i. Attending and/or participating in professional meetings, workshops, seminars, conferences, or other professional opportunities related to public school matters.

ii. Visiting another school or educational institution for the purpose of observing instructional techniques or programs.

iii. Taking the Praxis or other licensing exams, however only if the exam is related to maintaining the teacher's current teaching license, Early Literacy endorsement, or another licensure area the School Corporation has requested the teacher to pursue.

B. The Board agrees to reimburse expenses related to the professional leaves as described in Article IX Section C of this agreement.

ARTICLE VIII - Severance Pay

A. **Severance (Retirement).**
1. Any teacher ceasing their employment with the West Central School Corporation and who is eligible to retire under the rules and regulations of the Indiana Teachers Retirement Fund statute shall receive severance pay in an amount equivalent to twenty-five dollars ($25.00) for each and all unused PTO leave days. Funds shall be deposited into the teacher's 403(b).
2. In addition, any teacher that has fifteen (15) years of teaching experiences in the West Central School Corporation will receive fifty dollars ($50.00) for each year that they are employed by the West Central School Corporation. By June 30th, a teacher completing his/her 15th year of experience in the West Central School Corporation will receive $750.00, which will be placed in a 403b account established by the corporation. An additional $50.00 will be added to the 403b for each year of teaching in the West Central School Corporation thereafter, using the same time frame as year 15. This provision will end after the 2025-2026 school year.

B. **Death of an Employed Teacher.** In the event that a teacher passes away, while under Contract, the heirs or the estate of a deceased teacher will receive the compensation that would apply under Section B.

C. **401(a).** Not later than March 1, 2026, the School Corporation shall do a request for proposals for a 401(a) vendor. The parties shall choose the vendor. Beginning in the 2026-2027 school year, the School Corporation shall contribute one-half percent (0.5%) of a teacher's salary into a 401(a).

ARTICLE IX - Ancillary Duties

Teachers who receive National Board for Professional Teaching Standards (NBPTS) certification while at West Central shall be paid a yearly stipend of $1,200 per year for each year of certification.

A. **After-School Remediation/Study Table** - $30.00 per session.
Informational Purposes and Not Bargained: The session must be approved by the building principal and superintendent. The building principal has the authority to place the qualified and willing teacher. The principal may place a 2nd qualified and willing teacher if student attendance exceeds fifteen (15) pupils. The session time shall not include already contracted teacher time and shall last for at least 60 minutes. Students must attend to receive the compensation.

B. **Night School** - $ 30.00 per hour up to three (3) hours ($90.00 total)
Information Purposes and Not Bargained: Qualified and willing professionals with the approval of building-level administrators will be compensated at the above rate for supervision of disciplinary referrals of students. These referrals will be assigned as one hour, two hour, or three hours pending administrator discretion. Building administrators may select which day of the week fits their schedule best. Students must be present for teachers to receive compensation.

C. **Non-Contract Professional Development** - $ 175 per day or $ 80 per half day.

Beginning August 12, 2020, certified teachers will receive compensation when they attend professional development on non-contract days for up to five (5) days total. Professional development must be approved in advance by the building principal and superintendent and must be in alignment with the district's vision and focus. Full day conferences of greater than three (3) hours will be compensated at $ 175 per day. Half day conferences of less than three (3) hours will be compensated at $ 80. Teachers shall submit claim forms to building administrators for all expenses. Additionally, a teacher who presents at a professional development conference when attending or presenting when not under contract, will be compensated double the amounts listed above to account for preparation time. Teachers will also be given a $30 meal allowance per day plus mileage reimbursement.

D. **New Teacher Mentor** – $250 for a mentor teacher for each teacher they mentor and $350 for mentor teacher who holds mentor certification from the State of Indiana for each teacher they mentor. Information Purposes: Qualified and willing professionals with the approval of building-level administrators will be compensated at the above rates for mentoring new teachers employed by the West Central School Corporation who are in their first year of teaching as a certified teacher.

E. **College Graduate Credit Reimbursement** - $350 per credit hour with a maximum of $1050 per school year (July 1-June 30). Eligible teachers that earn a passing grade in an eligible content area undergraduate or graduate class working toward a master's degree or new licensure will receive a stipend. Eligible content areas mean any content area, as defined by IDOE, in which the teacher currently teaches or intends to teach. The teacher must receive approval in advance from their building principal and superintendent and submit his/her transcript and a written request for the stipend after the class. The teacher must have been employed the previous school year and employed the current school year. The teacher will provide a receipt of tuition, fees, and course materials.

F. **Homebound Instruction** - $35 per hour.

G. **Summer School Pay** – A teacher who teaches summer school shall receive the teacher's current hourly rate for teaching summer school.

H. A teacher who teaches a high school dual credit or advanced placement course will be compensated seventy-five dollars ($75) per course per semester up to $750 per school year.

ARTICLE X - Grievance Procedure

Section 1. Definitions.

A. A "grievance" is an alleged violation or claimed misinterpretation of a specific Article or Section of this Agreement.
B. The terms "teacher" and "grievant" include any individual or group of individuals in the bargaining unit.
C. The terms "building supervisor" and "building principal" are interchangeable.

D. The term "day" when used in this Article shall mean teacher days (as that term is used in the school calendar or 180 days). During the summer recess, the term shall mean weekdays (Monday through Friday).

Section 2. Grievant and Representative. An individual teacher, or group of teachers, may present a grievance and may do so through the exclusive representative, and the exclusive representative may thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

Section 3. Procedure.

A. **Step One** - The grievance procedure may be initiated within twenty (20) days of the time the grievant knew, or reasonably should have known of the grievance in one (1) of the following ways:
   1. The teacher may approach the building principal concerned and discuss the matter on his or her own behalf.
   2. The teacher may request that a representative of the Association accompany the teacher and in such case the building supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

B. **Step Two -** In the event the grievance is not resolved in Step One, the grievant may file a formal grievance in writing with the building principal. The prescribed form may be acquired from the Office of the Principal, Superintendent or Association President.
   1. The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal, and the school central office.
   2. The grievance shall (1) name the other teacher(s) involved, if any, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to have been violated or misinterpreted, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the grievant(s).
   3. The grievance form should be filed as soon as possible, but any grievance not presented in writing in Step Two within ten (10) days of the time the grievance met with the building principal shall be deemed waived and shall not be processed.
   4. The teacher may request a meeting with the building principal and the Association representative may accompany the grievant. Such requested meetings shall be held at a mutually agreeable time. Within ten (10) days after receiving the written grievance, or after holding a requested meeting, the building principal shall communicate his answer in writing to the grievance and the Association representative, and said answer shall be attached to the grievance.

C. **Step Three**
   1. If the grievance is not resolved in Step Two, the teacher may, within ten (10) days of receipt of the building principal's answer, appeal to the Superintendent, or his designee, by filing the grievance and the principal's answer, along with a written response of the teacher, if desired, with the Office of the Superintendent, which shall receipt therefore. Any such response by the grievant shall be attached to the grievance.

2. The teacher may request a meeting with the Superintendent, or his designated representative, and the Association representative may accompany the grievant. Such requested meetings shall be held at a mutually agreeable time. The Superintendent, or his designated representative, shall give the teacher an answer in writing no later than ten (10) days after receipt of the written grievance properly filed with the Office of the Superintendent, or within ten (10) days after holding a requested meeting. Such an answer shall be attached to the grievance.

D. **Step Four**

1. If the grievance is still unresolved, it may be appealed to the Board by filing the written grievance with the Board President and the principal and superintendent's written answers no later than ten (10) days after receipt of the Superintendent's reply. A meeting of the grievant, Association representative, and the Board or it's designated representative(s), shall held within twenty (20) days following receipt of such notice. The Superintendent shall promptly notify the grievant and the Association's representative of the date, time, and place where such an appeal shall be heard. The grievant may request an alternative date, time, and place.
2. The Board's written decision shall be transmitted to the grievant and the Association representative within five (5) days after the meeting.

E. Step Five

Within twenty (20) days after receipt of the decision in Step Three, the Association upon written notice to the Board, may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association, pursuant to the following procedure:

1. The Board and the Association, shall attempt to select an arbitrator by mutual agreement. If the two (2) parties cannot agree on the arbitrator within ten (10) days after notification is given, the arbitrator shall be selected using the rules of the American Arbitration Association.

Section 4. Powers of Arbitrator.

A. The arbitrator shall have no power.
   1. to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
   2. to rule on the termination of services or failure to reemploy any teacher to a position on the extra-curricular schedule.
   3. to rule in regard to the dismissal of, or the renewal or non-renewal of any contract for, any non-permanent teacher.
   4. to rule in regard to any claim or complaint for which there is another remedial procedure or course established by law or by regulation having the force of law.
   5. to change any practice, policy or rule of the Board, unless such practice, policy or rule shall be in direct conflict with this Agreement.
   6. to consider matters outside the scope of the grievance and its attachments.

B. The decision of the Arbitrator shall be final and binding on the Association, its members, the teachers, the employee or employees involved, the Board, and the School Corporation.

C. The fees and expenses of the Arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them.

Section 5. Other Provisions Relating to the Grievance Procedure.

A. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
B. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant(s) and are not valid basis for evaluation.
C. Time limits herein may be extended only by mutual agreement, signed by the parties.
D. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teachers were present and working.
E. All steps of the grievance procedure shall be conducted during times convenient to all parties.
F. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.
G. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.
H. Any grievance which arose prior to the effective date of this Agreement shall be processed under the Agreement which was in place at the time the alleged violation occurred.
I. No non-permanent teacher may use the grievance procedure in any way to appeal discharge or a decision by the Board not to renew such teacher's contract.
J. No permanent teacher shall use the grievance procedure to dispute any action by the Board, which is in accordance with state laws.
K. No teacher shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is pursuant to any order of or conciliation agreement with any State or Federal Regulatory Commission or Agency.
L. There shall be no appeal from an arbitrator's decision if within the scope of his authority as set forth above. It shall be final and binding on the Association, its members, the teacher, the employees involved, and the Board.
M. The Association shall have the right to file system wide grievances at Step 3. The prescribed form is available in the Office of the Principal, Superintendent or Association President.

ARTICLE XI - Term of Agreement

Effective Date and Duration of Agreement

This agreement shall become effective July 1, 2025 and shall continue in effect until June 30, 2027

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on [insert date], 2025, and electronic participation from the parties and/or public was not permitted; and

2. A public meeting in compliance with I.C. § 20-29-6-19 was held on [insert date], 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

_____	_____
Co - President West Central Classroom Teachers Association	President West Central Board of Education
_____	_____
Co – President West Central Classroom Teachers Association	Secretary West Central School Corporation

Appendix A – Compensation Plan

I. General Eligibility

In accordance with IC 20-28-9-1 an increase in any category of compensation will only be given to employees who received an effectiveness rating of highly effective or effective. An exception is given to employees who are in their first two years of teaching who are evaluated as "needs improvement." Any teacher on a partial contract who is eligible for compensation will receive a prorated share of compensation relative to the percentage of their contract to a full contract. *Pending IEERB Approval. If contract is ratified before IEERB approval has been granted, this change will need to be addressed in next Bargaining season.

II. Salary Increases

A. Evaluation

Evaluation is defined as receiving a Highly Effective or Effective rating on the Final Summative Rating. For 2025-2026, a teacher shall move from the previous year's salary schedule to the same row on this year's salary schedule for a raise of $2,500. For 2026-2027, a teacher shall move from the previous year's salary schedule to the same row on this year's salary schedule for a raise of $2,000.

B. Education

Education is defined as obtaining an additional content area degree (as defined by IDOE) not required for employment. The deadline for submitting documentation for qualification under this factor shall be the first teacher day of the school year. A certified transcript of the course work is required. A teacher shall advance to the next column (an increase of $1,000) for meeting this factor.

C. Academic Needs of Students

Academic needs of students is defined as a teacher completing an early literacy endorsement under IC 20-28-5-19.7 and having the endorsement listed as an area of certification on the teacher's teaching license. A teacher who completes the early literacy endorsement shall advance to the next early literacy column on the salary schedule. This is an increase of five hundred dollars ($500). A teacher shall show proof of completion of the early endorsement not later than the first day of school. For 2025-2026 only, a teacher shall show proof of completion of the early literacy endorsement not later than two weeks after the Board's ratification of this Agreement.

Remainder of page left intentionally blank.

2025-2026				
Row	Bachelor's Degree	Bachelor's Degree with Early Literacy Endorsement	Master's Degree	Master's Degree with Early Literacy Endorsement
A	$43,500	$44,000	$44,500	$45,000
B	$44,500	$45,000	$45,500	$46,000
C	$45,500	$46,000	$46,500	$47,000
D	$46,500	$47,000	$47,500	$48,000
E	$47,500	$48,000	$48,500	$49,000
F	$48,500	$49,000	$49,500	$50,000
G	$49,500	$50,000	$50,500	$51,000
H	$50,500	$51,000	$51,500	$52,000
I	$51,500	$52,000	$52,500	$53,000
J	$52,500	$53,000	$53,500	$54,000
K	$53,500	$54,000	$54,500	$55,000
L	$54,500	$55,000	$55,500	$56,000
M	$55,500	$56,000	$56,500	$57,000
N	$56,500	$57,000	$57,500	$58,000
O	$57,500	$58,000	$58,500	$59,000
P	$58,500	$59,000	$59,500	$60,000
Q	$59,500	$60,000	$60,500	$61,000
R	$60,500	$61,000	$61,500	$62,000
S	$61,500	$62,000	$62,500	$63,000
T	$62,500	$63,000	$63,500	$64,000
U	$63,500	$64,000	$64,500	$65,000
V	$64,500	$65,000	$65,500	$66,000
W	$65,500	$66,000	$66,500	$67,000
X	$66,500	$67,000	$67,500	$68,000
Y	$67,500	$68,000	$68,500	$69,000
Z	$68,500	$69,000	$69,500	$70,000
AA	$69,500	$70,000	$70,500	$71,000

2026-2027				
Row	Bachelor's Degree	Bachelor’s Degree with Early Literacy Endorsement	Master’s Degree	Master's Degree with Early Literacy Endorsement
A	$45,500	$46,000	$46,500	$47,000
B	$46,500	$47,000	$47,500	$48,000
C	$47,500	$48,000	$48,500	$49,000
D	$48,500	$49,000	$49,500	$50,000
E	$49,500	$50,000	$50,500	$51,000
F	$50,500	$51,000	$51,500	$52,000
G	$51,500	$52,000	$52,500	$53,000
H	$52,500	$53,000	$53,500	$54,000
I	$53,500	$54,000	$54,500	$55,000
J	$54,500	$55,000	$55,500	$56,000
K	$55,500	$56,000	$56,500	$57,000
L	$56,500	$57,000	$57,500	$58,000
M	$57,500	$58,000	$58,500	$59,000
N	$58,500	$59,000	$59,500	$60,000
O	$59,500	$60,000	$60,500	$61,000
P	$60,500	$61,000	$61,500	$62,000
Q	$61,500	$62,000	$62,500	$63,000
R	$62,500	$63,000	$63,500	$64,000
S	$63,500	$64,000	$64,500	$65,000
T	$64,500	$65,000	$65,500	$66,000
U	$65,500	$66,000	$66,500	$67,000
V	$66,500	$67,000	$67,500	$68,000
W	$67,500	$68,000	$68,500	$69,000
X	$68,500	$69,000	$69,500	$70,000
Y	$69,500	$70,000	$70,500	$71,000
Z	$70,500	$71,000	$71,500	$72,000
AA	$71,500	$72,000	$72,500	$73,000

New teachers to the corporation

Newly Hired Teachers. For the 2025-2026 school year, teachers new to the Corporation with 0 years experience shall receive a starting salary of $43,500 and no new teachers will be eligible for a salary increase. For the 2026-2027 school year, teachers new to the Corporation with 0 years experience shall receive a starting salary of $45,500 and no new teachers will be eligible for a salary increase.

A teacher with experience who is new to the district shall be offered a base salary based on experience and education using the chart and salary schedule below. Experience for a new hire shall be defined as years of teaching in an accredited public or private preK-12 or K-12 school district, years teaching in an accredited institution of higher education, or years of relevant professional experience in the case of Career and Technical Education teachers. When a shortage of qualified applicants occurs, the board shall have the discretion to offer the new employee a one (1) time stipend in the amount of $5,000. The first half shall be paid at the end of the first semester and the second half shall be paid at the end of the second semester.

New Hire Salary Placement (on Salary Schedule)	
0-3 years of experience	On Rows A through E
4-7 years of experience	On Rows C through H
8-11 years of experience	On Rows D through J
12-15 years of experience	On Rows F through O
16-20 years of experience	On Rows K through T
More than 20 years of experience	On Rows M through AA

Appendix B - Extra-Curricular Activity Pay Schedule

All of the below listed positions will be paid the amount listed.

BOYS ATHLETICS		
Cross Country, Head Boys/Girls	$3,320	
Cross Country, MS Boys/Girls	$1,110	
Baseball, Head	$3,660	
Baseball, Assistant	$2,240	
Baseball JV	$2,240	
Golf	$1,720	
Football, Head	$6,860	
Football, Assistant	$3,070	
Football, Assistant	$3,070	
Football, Assistant	$3,070	
Football, Middle School	$2,010	
Football, Assistant Middle School	$1,780	
Wrestling, Head	$3,660	
Wrestling, Assistant	$1,680	
Wrestling Middle School	$1,100	
Basketball, Head	$6,860	
Basketball, Junior Varsity	$3,070	
Basketball, Assistant Varsity	$2,050	
Basketball, 8th Grade	$1,690	
Basketball, 7th Grade	$1,690	
Basketball, 6th Grade	$760	
Basketball, 5th Grade	$760	

Track and Field, Head	$2,270	
Track and Field, HS Assistant	$1,200	
Track and Field, HS Assistant Co	$1,200	
Track and Field, MS Head	$1,350	
Track and Field, MS Assistant (6-8) Co-Ed	$1,350	
GIRLS ATHLETICS		
Volleyball, Head	$3,660	
Volleyball, Junior Varsity	$2,240	
Volleyball, 8th Grade	$1,690	
Volleyball, 7th Grade	$1,690	
Volleyball, 6th Grade	$760	
Volleyball, 5th Grade	$760	
Golf	$1,720	
Basketball, Head	$6,860	
Basketball, Junior Varsity	$3,070	
Basketball, C-Team/Assistant Varsity	$2,050	
Basketball, 8th Grade	$1,690	
Basketball, 7th Grade	$1,690	
Basketball, 6th Grade	$760	
Basketball, 5th Grade	$760	
Softball, Head	$3,660	
Softball, JV	$2,240	
Softball, Assistant Varsity	$ 2,240	
OTHER DUTIES		
Band Director	$3,220	
Vocal Music Director	$1,750	

Chorus, Elementary	$300	
Senior Sponsor, Head	$330	
Senior Sponsor, Assistant	$280	
Junior Sponsor, Head	$670	
Junior Sponsor, Assistant	$480	
PBIS Coordinator	$750	
Sophomore Sponsor	$300	
Department Chairperson 7-12 Math	$500	
Department Chairperson 7-12 English	$500	
Department Chairperson 7-12 History	$500	
Department Chairperson 7-12 Science	$500	
Department Chairperson 7-12 CTE	$500	
Department Chairperson 7-12 Fine Arts	$500	
Department Chairperson 7-12 Special Education	$500	
Unit Leader K-6 K	$500	
Unit Leader K-6 1st	$500	
Unit Leader K-6 2nd	$500	
Unit Leader K-6 3rd	$500	
Unit Leader K-6 4th	$500	
Unit Leader K-6 5th	$500	
Unit Leader K-6 6th	$500	
Unit Leader K-6 Specials, Special Education, Counselor	$500	
Yearbook, Middle/High School	$1070	
Yearbook, Elementary	$ 500	
Middle/High School Play	$ 1090	

Cheerleader Sponsor, High School	$2,460	
Cheerleader Sponsor, Middle School	$1,460	
Student Council, High School	$750	
Student Council, Middle School	$400	
Student Council, Elementary School	$500	
Sunshine Club	$740	
National Honor Society	$740	
National Junior Honor Society	$350	
F.C.C.L.A.	$740	
F.F.A., MS/HS	$2,000	
F.B.L.A.	$420	
F.C.A.	$320	
Art Club	$250	
Media Center Facilitator	$1,500	
ELL Coordinator	$1,500	
Academic Super Bowl, High School Coordinator	$1,000	
English/LA	$350	
Fine Arts	$350	
Mathematics	$350	
Science	$350	
Social Studies	$350	
Academic Super Bowl, Middle School		
English/LA	$300	
Mathematics	$300	
Science	$300	
Social Studies	$300	

Robotics, Elementary	$1,500	
Robotics, Middle/Senior HS	$1,500	
Club, Elementary (5 for informational purposes only)	$300	

Appendix C- Pay Dates

2025-2026 Pay Dates	
August 15, 2025	February 20, 2026
August 29, 2025	March 6, 2026
September 12, 2025	March 20, 2026
September 26, 2025	April 2, 2026
October 10, 2025	April 17, 2026
October 24, 2025	May 1, 2026
November 7, 2025	May 15, 2026
November 21, 2025	May 29. 2026
December 5, 2025	June 12, 2026
December 19, 2025	June 26, 2026
January 2, 2026	July 10, 2026
January 23, 2026	July 24, 2026
February 6, 2026	August 7, 2026
2026-2027 Pay Dates	
August 21, 2026	February 19, 2027
September 4, 2026	March 5, 2027
September 18, 2026	March 19, 2027
October 2, 2026	April 2, 2027
October 16, 2026	April 16, 2027
October 30., 2026	April 30, 2027
November 13, 2026	May 14, 2027
November 27, 2026	May 28, 2027
December 11, 2026	June 11, 2027
December 24, 2026	June 25, 2027
January 8, 2027	July 9, 2027
January 22, 2027	July 23, 2027
February 5, 2027	August 6, 2027

WEST CENTRAL SCHOOL CORPORATION
SICK LEAVE BANK REQUEST FORM

EMPLOYEE NAME: _____ DATE:_____

APPROXIMATE NUMBER OF DAYS REQUESTED: _____

STARTING DATE: _____

REASON FOR REQUEST:

_____

_____

_____

_____

_____

_____

*****PLEASE ATTACH A DOCTOR'S NOTE*****

_____ _____
EMPLOYEE'S SIGNATURE DATE

BOARD DECISION: REQUEST GRANTED REQUEST DENIED

DATE OF ACTION: _____

REASON (S):_____

_____

_____

_____

_____ _____ _____
Board Member Signature Board Member Signature Board Member Signature

_____ _____
Board Member Signature Board Member Signature