

**MASTER CONTRACT**

**Between the**

**WESTVILLE TEACHERS ASSOCIATION**

**(ISTA/NEA)**

**and the**

**METROPOLITAN SCHOOL DISTRICT OF NEW  
DURHAM TOWNSHIP**

**2014 – 2015**

**(ROUGH DRAFT – ALL LANGUAGE SUBJECT TO  
CHANGE BASED ON AGREEMENT)**

*Caj*

*Bruce Smith 9/23 11:07  
Jasmine Hank 9/23  
Virginia Jones 9/23*

## TABLE OF CONTENTS

	Title Page.....		
	Table of Contents.....		
Article 1	Recognition.....	3	
Article 2	Definitions.....	3	
Article 3	Salary Payment.....		3-4
Article 4	Fair Practices.....	4	
Article 5	Legality and Modification of Agreement and Employer Rights	4	
Article 6	Salary Payment.....	4-5	
Article 7	Hospitalization Insurance.....	5	
Article 8	Insurance.....	6	
Article 9	Payroll Deductions.....	6	
Article 10	Leaves.....	6-10	
Article 11	Family and Medical Leave Act of 1993 (FMLA).....	10-12	
Article 12	403(B).....	13	
Article 13	Severance Pay.....	13	
Article 14	Grievance Procedure.....	13-15	
Article 15	Term of Agreement.....	15-16	
	Signature Page.....	25	
	Extracurricular Schedule Elementary .....	26	
	Extracurricular Schedule Middle School and High School.....	26-27	
	Athletics Pay Schedule - Boys.....	27-28	
	Athletics Pay Schedule - Girls.....	29	
	Grant Schedule.....	30	
	Teacher Stipend.....	30	
	Memorandum of Understanding.....	31	

## **ARTICLE 1**

### **Recognition**

#### **1.1**

Pursuant to and in accordance with the applicable provisions for recognition provided under Indiana Law, the Employer recognizes the Westville Teachers Association, M.S.D. of New Durham Township, as the exclusive representative for all certificated employees excluding the Superintendent, Elementary and Secondary Principals, and Assistant Principal/Athletic Director.

## **ARTICLE 2**

### **Definitions**

Where used in this agreement:

#### **2.1**

"Teacher" shall mean any certificated individual hired by M.S.D. of New Durham Township in a position requiring a teaching license from the State Board of Education signing a regular or temporary contract.

#### **2.2**

"Principal" shall mean the person properly licensed and appointed by the School Board, to administer the educational program of a school and to supervise the certificated employees within a school, including the processing of grievances and the direction and evaluation of such employees.

#### **2.3**

"Employer" hereinafter shall refer to the School Board and Superintendent.

"Superintendent" shall mean the chief administrative officer of the school corporation, or any person or persons designated by the officer or by the governing body to act in the officer's behalf in dealing with school employees.

"School Board" shall mean the M.S.D. of New Durham Township interim and/or elected School Board.

#### **2.4**

"Association" shall mean the teachers' exclusive representative

## **ARTICLE 3**

### **Salary Payment**

#### **3.1**

Salaries for teachers covered by this Agreement for school year 2014-2015 are as set forth in the attached salary schedule. See Appendix A.

### 3.2

Any state performance pay grant award funds received by the School Corporation during the 2014-2015 school year will be distributed equally among highly effective and effective teachers as one time stipends, unless otherwise directed by the state. Teachers who retire or are RIF'd from teaching at the end of the 2014-2015 school year and received an evaluation rating of highly effective or effective for the 2014-2015 school year will be entitled to receive their pro-rata share of performance pay grant money provided the State permits such distribution to retirees. Teachers who resigned but did not retire during or at the end of the 2014-2015 school year will not receive any performance pay award regardless of their evaluation rating during the 2014-2015 school year.

## **ARTICLE 4**

### **Health Insurance**

#### 4.1

All full-time teachers of the M.S.D. of New Durham Township are eligible to participate in a group health plan, (Anthem) or comparable coverage with the consent of the Association. Teachers participating under the plan, but working less than a full-time teacher will receive employer reimbursement on a pro-rated basis based on the percentage of time employed.

#### 4.2

The 2014-2015 premiums for health care benefits shall be shared as follows:

##### District

Monetary payment for the coverage year beginning October 1, 2014 and concluding September 30, 2015:

- Single - \$5,380
- Family - \$14,300
  - Staff may move from single to family based on qualifying events
  - The school district will utilize the plan options as provided by Porter County Schools Employee's Insurance Trust

#### 4.3

Teacher's portions of insurance premiums will be paid by payroll deductions. A deduction will be made on each paycheck each month for a total of 12 deductions per year. Each teacher must provide the school corporation a fully executed written deduction authorization that conforms to the laws of the State of Indiana.

#### 4.4

Corporation agrees to implement a Section 125 plan so that teacher's premiums can be paid with pre-tax dollars, as allowed by federal tax law. No fee will be charged to the Board for this benefit.

#### 4.5

Teachers choosing not to accept insurance shall receive a yearly stipend of \$1000 each year they are without insurance. The teacher may choose to take this in the form of a

one-time payment or as a contribution to a 403B.

## **ARTICLE 5**

### **Other Insurance**

#### **5.1**

All full-time teachers of the M.S.D. of New Durham Township are eligible for membership in a group term life insurance plan with AD&D worth \$50,000, for which plan the School Corporation will pay the full amount of policy (premium) excluding the dollar to be paid by the employee.

#### **5.2 Long-term Disability**

The Board will maintain the same long-term disability policy that was in effect for the 2010-2011 school year (Madison-National) unless a change is mutually agreed upon.

## **ARTICLE 6**

### **Payroll Deductions**

#### **6.1**

Payroll deductions may be made by the Superintendent at the employee's discretion in the following areas:

- |                          |                                  |
|--------------------------|----------------------------------|
| A. Federal Income Tax    | G. Credit Union                  |
| B. Social Security Tax   | H. Exclusive representative dues |
| C. Medicare Tax          | I. Health Insurance              |
| D. State Income Tax      | J. Teacher retirement            |
| E. County Cagit Tax      | K. Life Insurance                |
| F. Tax-sheltered Annuity | L. Other types of deductions     |

#### **6.2**

Such authorization for deduction shall be done prior to the beginning of the school year or during the first week of the school year. Credit Union deductions can be made in January as well as in the fall.

## **ARTICLE 7**

### **Leaves**

#### **7.1 Personal Leave**

All full time teachers will receive ten personal leave days per year. Part-time teachers of 50% or more will receive sick days on a pro-rated basis based upon the percentage of time employed. Unused sick days may accumulate from year-to-year up to maximum accumulation of ninety (90) days. Provided, however, that any teacher who had accumulated more than 90 sick days as of June 30, 2005 and who, while still employed as a full time teacher by Board, exhausts all ninety (90) of his/her sick days due to illness or injury will be granted additional sick days by Board not to exceed in number the difference between such teacher's accumulated sick days as of June 30, 2005 and ninety (90).

Teachers shall submit request to the building principal 48 hours in advance on

appropriate form (provided by the school office). Emergency conditions may supersede the advanced notice; in this event, the teacher should fill in the request form upon his return to school.

If a teacher has taught in another school system and has accumulated sick leave, this school system will accept three (3) days from the previous system upon completion of the first year of teaching until transferred days are exhausted.

Teachers who are employed to teach summer school will not accrue any sick leave or personal leave, but may use up to two (2) days if a balance is available from the preceding school year. A teaching day in summer school shall be equal to a regular school year teaching day.

#### **7.2 Family Illness:**

All full-time teachers may be allowed up to two (2) days per year with pay (not accumulated and not deducted from sick leave) in case of serious illness, major surgery, or serious accident involving a member of the immediate family. The term immediate family shall mean spouse, parents, children, or a person who is living in the teacher's home as a member of the family.

#### **7.3 Professional Leave:**

A teacher shall receive two (2) days of professional leave each year, not accumulative. Teachers shall submit request to the building principal at least 48 hours in advance on appropriate forms (provided by the school office).

Additional days may be requested to attend extended workshops and travel to distant locations for workshops. Specific information (dates, purpose, location, etc.) must be provided the Administration ten (10) days in advance. Approval or denial of this request will be made by the building Administration and the Superintendent.

#### **7.4 Jury Duty and Court Appearance:**

Teachers who are required to serve jury duty shall, during the period of such service, receive full salary with jury check, less mileage, be tendered to the Superintendent within 30 days of such issuance.

A teacher shall be allowed a leave of absence without loss of pay and without deduction from any leave provision for all absences when he is subpoenaed as a witness for the School Corporation and/or any school related situation. If a check is issued, the check will be tendered, less mileage, to the Superintendent within 15 days of such issuance.

#### **7.5 Extended Illness Leave:**

A leave of absence without pay or increment may be granted for the purpose of caring for a sick member of the teacher's immediate family upon approval of Superintendent and building principal. The term immediate family shall mean spouse, parents, children, or a person who is living in the teacher's home as a member of the family.

#### **7.6 Funeral Leave:**

All teachers shall be allowed five (5) school days with full pay for a death in the

immediate family. For this section, the term immediate family shall include spouse, children, parents, siblings, grandparents, grandchildren, parents-in-law, brother-in-law, sister-in-law, or anyone living in the household.

In case where the death and/or funeral are such that personal business due to the death cannot be conducted within the time frame, one (1) additional day may be granted by the building principal to conduct such affairs. This day must be taken within 10 days of the death.

#### **7.7 Military Leave:**

State and Federal laws prevail.

#### **7.8 Maternity Leave:**

A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the following:

Any teacher who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall 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. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician.

All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay.

Adoptive leave without pay shall be granted up to one (1) calendar year. Upon initial application for the adoption, the teacher shall notify the Superintendent, of his/her intent to adopt. The period of leave shall commence when the child is physically turned over to the teacher-parent. The teacher-parent will provide the principal with a minimum of 30 days notice of his/her intent to return.

#### **7.10 Sick Leave Bank:**

The Sick Leave Bank shall be a source for additional sick leave days when a bargaining unit member's sick and personal business leave is exhausted and they are unable to perform their normal duties.

A. Participation is voluntary.

- a. Teachers may join the bank by a voluntary donation of one (1) sick leave day during window period.
- b. The period for joining the bank occurs during the first 30 days of school.

**ARTICLE 8**  
**403B**

**8.1**

Each full-time, certificated teacher of the MSD of New Durham Township shall have the option of investing in a 403(B) plan administered by the Security Benefit up to the maximum allowable under federal law. The Employer shall contribute 0.5% of each employee's regularly scheduled salary (including extra-curricular or other pay) annually into a separate 403(B) annuity retirement account for each employee.

- A. The Employer shall deposit employer contributions for each employee into an individual account for the employee into the tax deferred annuity program. Such deposits shall be made on a monthly basis.
- B. The Security Benefit agents shall be the sole administrator of employer contributions to the tax deferred annuity program.
- C. School employees will have the option of continuing to invest their dollars in tax-deferred annuities, which money is already being deducted from the employee's salary, if any, or another tax deferred annuity offered by Security Benefit.
- D. Once contributions are made by the Employer on behalf of the employee, all assets of the account become the property of the employee, except that the employee may not withdraw the annuity prior to retirement age or termination of employment, and, in the event of death, his or her designated beneficiaries or lacking same estate.

**ARTICLE 9**  
**Severance Pay**

**9.1**

In November 2005, the parties bargained a retirement/severance buy-out that applied to all bargaining unit employees then employed. This buy-out extinguished former Articles 19, 20 and 21 of prior agreements. The parties acknowledge and agree that the Board has satisfied all of its obligations to pay as required by the buy-out agreement. Copies of the language of the negotiated buy-out provisions are available in the Superintendent's office.

**ARTICLE 10**  
**Grievance Procedure**

**10.1**

Definitions



"Grievance" is defined as any difference that arises between the Employer, and the Association, or one or more members of the bargaining unit, involving an alleged violation, misinterpretation or misapplication of this Agreement. (Established Policy Handbook). The regular school term shall consist of 185 contract days when teachers are required to be in attendance excluding paid holidays.

#### **10.2**

**Informal Level:** An informal meeting between the building principal and the involved teacher will be held prior to the filing of a formal grievance in an attempt to resolve the problem to their mutual satisfaction. This discussion shall occur within 20 work days of the occurrence if the complaint is to be carried to the formal level.

#### **10.3**

**Formal Level One:**

If the problem is not solved at the informal level within the foregoing time limits, a formal written grievance (on forms supplied by the Association and signed by the grievant) may be filed with the principal within fifteen (15) work days of the informal meeting. The written grievance shall set out the section or sections of this agreement allegedly violated, misapplied, or misinterpreted by the Employer, facts constituting the grievance and the remedy sought.

Within fifteen (15) work days after receipt of the written grievance, the principal will render a decision. The principal shall meet with the grievant and present his/her decision in writing to the grievant. The written decision shall state the Principal's reasons for supporting or denying the grievance. The Principal and the grievant shall each have the right to have a representative present at this meeting.

#### **10.4**

**Formal Level Two:**

If the problem is not solved at Formal Level One, the grievance may be filed by the grievant with the Superintendent in writing within fifteen (15) workdays of the principal/grievant meeting.

After considering the written grievance and the principal's written decision, the Superintendent will meet with the grievant within fifteen (15) workdays in an attempt to resolve the grievance.

Within fifteen (15) workdays from meeting with the grievant, the Superintendent will render a decision in writing.

#### **10.5**

**Formal Level Three:**

If the grievance is not resolved in the previous steps, either party may make a request in writing for arbitration of the grievance by asking the Federal Mediation and Conciliation Service to submit the names of ten (10) qualified arbitrators to the parties. A "qualified" arbitrator shall be deemed to be one who is a member of the National Academy of

Arbitrators. The parties shall select an arbitrator to hear the complaint by alternately striking one name from the list of arbitrators until only one arbitrator remains, who shall be deemed appointed to hear the matter. The grievant shall make the first strike from the panel. Such request for arbitration shall be made within ten (10) work days after the Superintendent renders his/her written decision as set forth in Article 7.4, Step C.

**10.6**

The arbitrator shall have no authority to amend, revise, or delete any provision of this agreement and shall consider only the issue submitted to him for determination. The arbitrator's decision is final and binding on all parties.

**10.7**

The fee of the arbitrator shall be borne equally by both the Employer and the Association.

**10.8**

A copy of all grievance decisions shall be recorded in the Superintendent's office and the Association office.

**10.9**

The grievant and the administrator may have a representative of his/her choice present at any level.

**10.10**

In the event that the arbitration is scheduled during the time that school is in session, the Association president or his designee, and Association witnesses will be released to attend such hearing without loss of compensation. However, the Association will reimburse the School Corporation for resulting sub-teacher pay. The Association agrees to keep interference to the normal educational process at a minimum.

**10.11**

Article 10.5 through 10.7 and Article 10.10 do not apply to teacher discipline or dismissal proceedings.

**ARTICLE 11**  
**Educational Incentive**

**11.1**

It is recognized that it is the teacher's responsibility to remain qualified in accordance with the laws of the State of Indiana and rules of the General Commission of Education of the State of Indiana.

**11.2**

A teacher will pursue additional education necessary to acquire a professional license. This pursuit should be a joint effort on the part of the teacher and the School Corporation.

**11.3 Education Reimbursement:**

In order for a teacher to be eligible for School Corporation reimbursement, the following criteria must be met.

The form "request for enrollment in the career incentive program" must be submitted and approved by the Superintendent prior to enrollment in the course; courses that are an integral part of a college approved Masters Program will receive automatic approval. Must be taken in the certification area or listed on the teaching certificate or have direct application to the field of education.

Must be taken during the time that the teacher is an employee of the M.S.D. of N.D.T. Must be substantiated with an official transcript or official grade report from the institution in which the work was taken.

Payment will be made as follows: A reimbursement of One Hundred dollars (\$100.00) per semester hour will be made upon the approved evaluation of the courses taken for a maximum of 6 credit hours per calendar year.

After submission of official transcript, the employer will have a maximum of twenty (20) school days in which to respond with payment or a reason why reimbursement was not made.

## **ARTICLE 12**

### **Term of Agreement**

#### **16.1**

July 1, 2014 to June 30, 2015

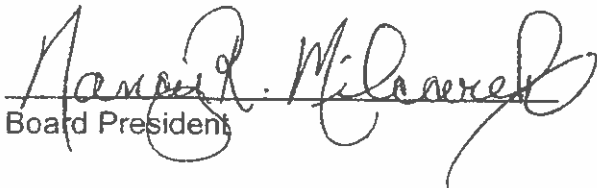


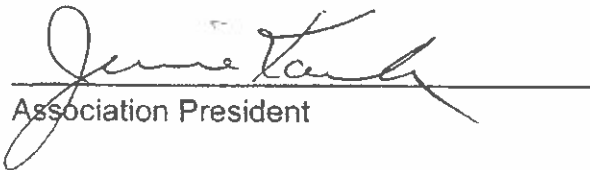
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2014 - 2015

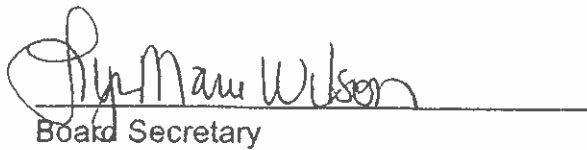
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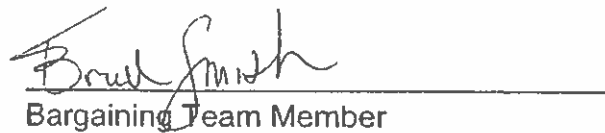
MSD OF NEW DURHAM TOWNSHIP

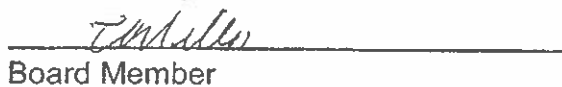
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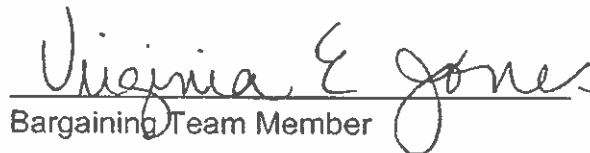
  
Board President

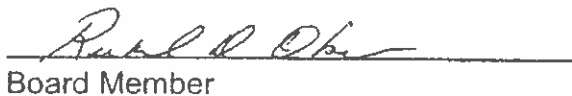
  
Association President

  
Board Secretary

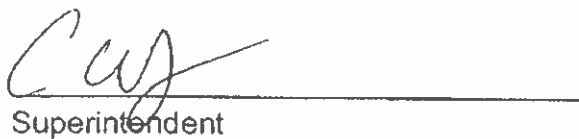
  
Bargaining Team Member

  
Board Member

  
Bargaining Team Member

  
Board Member

\_\_\_\_\_  
Board Member

  
Superintendent

Dated: 10/28/2014

Appendix B  
ECA SCHEDULE

The parties agree that once an ECA position is awarded, the person holding that position shall continue to hold that ECA position from year to year unless dismissed.

ECA positions held by the principals and/or the superintendent shall be for one (1) school year only and shall be posted for the bargaining unit at the end of the school year.

TEACHER STIPEND

Teachers who perform corporation approved work (such as curriculum and in-service training) on non-school days shall be paid on the following basis.

Full Day	\$50.00
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Up To One Half Day	\$25.00
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Teachers must complete the stipend pay request form and receive principal and superintendent approval prior to participation in the activity.

	2014-2015 (Cert Staff)	2014-2015 (Non-Cert Staff/Public)
<b>MS/HS Athletics (Girls)</b>		
Varsity Volleyball	\$ 2,850.00	\$ 2,700.00
Asst. Varsity Volleyball	\$ 1,560.00	\$ 1,480.00
MS Volleyball	\$ 830.00	\$ 780.00
Asst. MS Volleyball	\$ 400.00	\$ 380.00
<b>Grants</b>		
Drug Prevention STOP	\$ 640.00	
High Ability Grant	\$ 1,498.00	
PL 221 Committee Work	\$ 600.00	
Title 1	\$ 640.00	

	2014-2015 (Cert Staff)		2014-2015 (Non-Cert Staff/Public)
<b>MS/HS Athletics (Boys)</b>			
Middle School Track Coach	\$	960.00	\$ 910.00
Middle School Asst. Track Coach	\$	480.00	\$ 450.00
Varsity Baseball Coach	\$	3,030.00	\$ 2,870.00
Asst. Varsity Baseball Coach	\$	1,360.00	\$ 1,290.00
7th/8th Grade Basketball Coach	\$	1,950.00	\$ 1,850.00
Golf Coach	\$	1,910.00	\$ 1,810.00
Soccer Coach	\$	2,560.00	\$ 2,430.00
Asst. Soccer Coach			Vol/7 Hours
MS Baseball Coach	\$	960.00	\$ 910.00
Asst MS Baseball Coach	\$	400.00	\$ 380.00
Varsity Volleyball	\$	2,500.00	\$ 2,380.00
Asst. Varsity Volleyball	\$	1,250.00	\$ 1,190.00
MS Volleyball	\$	400.00	\$ 380.00
Asst. MS Volleyball	\$	250.00	\$ 240.00
			\$
<b>MS/HS Athletics (Girls)</b>			
Varsity Basketball Coach	\$	6,450.00	\$ 6,120.00
Asst./JV Basketball Coach	\$	3,100.00	\$ 2,940.00
Varsity Cross Country Coach	\$	2,050.00	\$ 1,940.00
MS Cross Country Coach	\$	960.00	\$ 910.00
Varsity Track Coach	\$	2,050.00	\$ 1,940.00
Asst. Varsity Track Coach	\$	970.00	\$ 920.00
Middle School Track Coach	\$	960.00	\$ 910.00
Middle School Asst. Track Coach	\$	480.00	\$ 450.00
Varsity Softball Coach	\$	3,030.00	\$ 2,870.00
Asst. Varsity Softball Coach	\$	1,360.00	\$ 1,290.00
7th/8th Grade Basketball Coach	\$	1,950.00	\$ 1,850.00
Soccer Coach	\$	2,560.00	\$ 2,430.00
Asst. Soccer Coach			Vol/7 Hours
PomPon Corps	\$	1,350.00	\$ 1,280.00
Middle School PomPon Corps	\$	850.00	\$ 800.00
Cheerleaders (HS)	\$	1,350.00	\$ 1,280.00
Cheerleaders (MS)	\$	850.00	\$ 800.00



Middle School/High School Academic	2014-2015 (Cert Staff)	2014-2015 (Non-Cert Staff/Public)
Science Club/Science Olympiad	\$	600.00
Agitator Newspaper	\$	450.00
Middle School Team Leader	\$	1,110.00
National Honor Society	\$	550.00
NJHS	\$	840.00
Senior Class Sponsor	\$	1,340.00
Student Council	\$	
Middle School Student Council	\$	
Junior Class Sponsor	\$	1,340.00
Vocal Music	\$	1,760.00
Speech	\$	
Asst. Speech	\$	1,760.00
Instrumental	\$	
School Play	\$	
Service League	\$	500.00
Dept Chair	\$	
English	\$	450.00
Math	\$	450.00
Science	\$	450.00
Social Studies	\$	450.00
Vocation/Fine Arts/PE	\$	450.00
FFA	\$	1,150.00
Art Club	\$	
Washington DC Trip Sponsor	\$	
MS/HS Athletics (Boys)	\$	6,450.00
Varsity Basketball Coach	\$	3,100.00
Asst./JV Basketball Coach	\$	1,630.00
C Team Coach	\$	2,050.00
Varsity Cross Country Coach	\$	960.00
MS Cross Country Coach	\$	2,050.00
Varsity Track Coach	\$	1,940.00
Asst. Varsity Track Coach	\$	910.00
	\$	6,120.00
	\$	2,940.00
	\$	1,540.00
	\$	1,940.00
	\$	910.00
	\$	1,940.00
	\$	920.00

MSD of New Durham Township - ECA Schedule		2014-2015 (Non-Cert Staff/Public)
2014-2015 (Cert Staff)		
Elementary		
Student Council		640.00
Spelling Bee		220.00
Talent Show Sponsor	Vol/7 Hours	
Talent Show Assistant	Vol	
Cheerleader Coach	Vol/7 Hours	
Asst. Cheerleader Coach	Vol	
5th&6th Grade Boys Basketball	Vol/7 Hours	
Assist. 5th&6th Grade Boys Basketball	Vol	
5th&6th Grade Girls Basketball	Vol/7 Hours	
Assist. 5th&6th Grade Girls Basketball	Vol	
Yearbook	Vol	
Newspaper	Vol	
CLASS Ambassador program		480.00
6th Grade Camping Trip		113.00
Honor Night	Vol	
Grade Level Coordinator		
Kdg		450.00
1st		450.00
2nd		450.00
3rd		450.00
4th		450.00
5th		450.00
6th		450.00
National Geography Bee	Vol	
Middle School/High School Academic		
Spelling Bee		225.00
National Geography Bee		225.00
Science Fair/Academic Fair		225.00
Honors Night	Vol/7 Hours	
Academic Honors Night		225.00
Tri-M	Vol	
2014-2015 (Cert Staff)		2014-2015 (Non-Cert Staff/Public)

## WESTVILLE SALARY COMPENSATION MODEL

### New Durham Contract Proposal

#### Compensation Base

Compensation for successful evaluations, 3 or 4, for the 2014-2015 school year will be based on a percentage of new money received by the district. This percentage will be based on the appropriated percentage of the current salary for all WTA staff based on the 2014 school approved budget. Current percentage is approximately 42%,

#### Distribution

In-line with state mandates, only staff members with successful evaluations are eligible to receive raises. The amount allocated per year will be divided among all staff members with successful evaluations. Only those receiving effective or highly effective ratings are able to participate in this process. Those receiving these ratings will have the increase applied to base salary.

In the case where the state releases information necessary to complete evaluations after the beginning of the following school year, and the staff member chooses a base pay increase, the amount to be paid in total shall be divided evenly among all checks, and the amount subject to increase from checks prior to release of data shall be paid retroactively on one check. ~~For those choosing the stipend option, the stipend shall be paid, in full, as soon as the necessary information is received.~~

Acknowledging that retiring teachers would not benefit from a base pay increase, and that those staff members would not begin the following school year as part of the staff; permitting that those staff members have a successful evaluation during their final year, they shall be eligible for a stipend to be paid as soon as evaluation results are final. The same shall be true for teachers who are subject to reduction in force.

Staff members who depart the employment of the corporation, for any reason besides retirement or reduction in force, are not eligible to receive any money, either as a stipend or a base pay increase.

#### New Practitioners Exception

Acknowledging that during the early years of employment, it is essential to the profession for staff members to find not only professional success, but also financial success, successful evaluations during the first three years of employment shall lead to an automatic increase in the base pay of at least \$750 or the full amount made available to the staff as a whole, whichever is greater. This applies only to those that are new to the profession, and not those who join our staff from other similar educational experiences.

#### Education

As is required by the law, two factors must be included in determining salary. The WTA believes in the importance of skills attained by the practitioner during their lifetime. The WTA recognizes the following education benchmarks:

- Bachelors Degree

- Bachelors Degree + 12 graduate credits

- Bachelors Degree + 24 graduate credits

- Bachelors Degree + 36 Graduate Credits or Masters Degree

- Bachelors Degree + 51 Graduate Credits or Masters Degree + 15 Graduate Credits

- Bachelors Degree + 66 Graduate Credits or Masters Degree + 30 Graduate Credits

These have been laid out with an understanding that, for some, licensure in multiple areas is strongly desired while for others, a strong focus in one area is one way to become a more highly qualified practitioner. For every benchmark crossed, \$500 shall be added to the base pay, but only after a successful evaluation

**(I.E. Mr. Teacher completes their BA + 12 but has a low ranking evaluation because of very low test scores this year. They are not eligible to earn the \$500 base pay increase. Next year, the scores improve and Mr. Teacher is rated highly effective, they are then eligible to receive the \$500 base pay increase that they finished the course-work for during the year previous year)**

Paperwork for coursework verification must be submitted to the administrative office, at latest, on the last business day before the first pay of the school year by 3:30 PM.

The educational incentive must be awarded to staff members who are asked to complete course work for by the administration, regardless of evaluation scores. This however does not apply to those taking course-work for the purposes of corrective action as it applies to ineffective evaluation ratings. Reasons for requesting course-work must be given in writing to the staff member involved, and a copy of such information shall be placed in the staff members permanent record. This shall be signed and dated by the staff member and the administrator.

#### New Hires

While it is understood that the WTA does not represent new hires, as they are not members of the TA, the opportunities being afforded new employees can affect what is available to all. In light of this fact, the corporation shall maintain a scattergram correlating years of experience prior to the 2014-2015 school year and successful evaluations from that point on with educational benchmarks noted earlier. The administration shall use said chart with new hires to determine initial placement in the salary scale. When an exact correlation is not possible, the corporation must use vertical, horizontal, or diagonal averages in the scattergram to establish that person's base salary.

#### Other

The contract shall display each teacher's name and their initial base salary, the one established at the beginning the 2014-2015 school year. An addendum will be created yearly to include new staff members, delete former staff members, and indicate options elected and potential new base salaries.