

MASTER CONTRACT

Between the

WESTVILLE TEACHERS ASSOCIATION

and the

**METROPOLITAN SCHOOL DISTRICT OF NEW
DURHAM TOWNSHIP**

2015-2016

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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 2015-2016 are as set forth in the attached salary agreement. See Appendix A.

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 2015-2016 premiums for health care benefits shall be shared as follows:

Monetary payment for the coverage year beginning October 1, 2015 and concluding September 30, 2016:

- Traditional Single Plan (Employer Pays \$5541, Staff Pays \$2187)
- Traditional Family Plan (Employer Pays \$14729, Staff Pays \$5935)
- \$3000 High Deductible Single Plan (Employer Pays \$5541, Staff Pays \$267)
- \$6000 High Deductible Family Plan (Employer Pays \$14729, Staff Pays \$799)
 - Staff may change plans based on qualifying events, or during open enrollment periods
 - 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, with the exception of the third pay in October and April. 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 \$1500 each year they are without insurance. The teacher may choose to take this in the form of a cash payment or as a contribution to a 403B. Payment will be made once each semester in the amount of \$750 each. In the event the teacher does not work a full time schedule, this amount shall be pro-rated accordingly.

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. Health Insurance |
| C. Medicare Tax | I. Teacher Retirement |
| D. State Income Tax | J. Life Insurance |
| E. County Cagit Tax | K. Other types of deductions |
| F. Tax-sheltered Annuity | |

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 Bereavement Leave:

1. Bereavement leave for each death shall be granted for a period not to exceed five (5)

teacher days for father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparent, grandparent-in-law, grandchild, stepfather, stepmother, stepchild, or any other person who prior to death was living as a member of the household of the teacher.

2. In cases where multiple deaths occur in one incident, only one leave will be permitted.

3. In computing this leave provision, either the day of the death, or the day on which the teacher receives notification of the death, or the day immediately following either of these events shall be counted as the first day of the leave, at the teacher's option. Under special circumstances, and with administrative approval, the teacher may choose to delay all or part of the bereavement leave.

4. Bereavement leave for each death of aunts, uncles, nieces, or nephews shall be granted for a period not to exceed one (1) teacher day.

5. A teacher shall be allowed to use one (1) day of bereavement leave to attend the funeral of a close personal friend to perform an active role in a funeral service (e.g. pallbearer, organist, vocalist, eulogist, etc.). If evidence exists that this provision is abused, the school board reserves the right to declare the day as unpaid leave.

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.
- c. Donations to the sick leave bank may be made during the first 30 days of the school year and 5 days after the conclusion of the school year.

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 American Fidelity 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

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.

No payment amount can exceed the cost of the class.

ARTICLE 12

Term of Agreement

12.1

July 1, 2015 to June 30, 2016

MASTER CONTRACT
2015 through 2016


SIGNATURE PAGE

MSD OF NEW DURHAM TOWNSHIP

WESTVILLE TEACHERS ASSOCIATION


Board President


Association President


Board Secretary

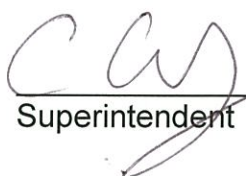

Bargaining Team Member


Board Member


Bargaining Team Member

Board Member

Board Member


Superintendent

Dated: 10-14-2015



MSD of New Durham Township ECA Schedule

	School Employee	Non School Employee		School Employee	Non School Employee
Elementary			Middle/High School		
Student Council	\$640	\$576	Spelling Bee	\$225	\$203.00
Spelling Bee	\$225	\$203	National Geography Bee	\$225	\$203.00
Talent Show Sponsor	\$485	\$436	Science Fair/Academic Fair	\$225	\$203.00
Talent Show Assistant	Vol	Vol	Honor Night	Vol	Vol
Cheerleader Coach	Vol	Vol	Academic Honors Night	\$225	\$203.00
Asst. Cheerleader Coach	Vol	Vol	Tri-M	Vol	Vol
5th and 6th Grade Boys Basketball	Vol	Vol	Science Club/Science Olympiad	\$600	\$540.00
Asst. 5th and 6th Grade Boys Basketball	Vol	Vol	Agitator Newspaper	Vol	Vol
5th and 6th Grade Girls Basketball	Vol	Vol	Middle School Team Leader	\$450	\$405.00
Asst. 5th and 6th Grade Girls Basketball	Vol	Vol	National Honor Society	\$1,110	\$999.00
Yearbook	Vol	Vol	National Junior Honor Society	\$550	\$495.00
Newspaper	Vol	Vol	Senior Class Sponsor	\$840	\$756.00
CLASS Ambassador Program (x2)	\$400 per	\$360	Student Council	\$1,340	\$1,206.00
6th Grade Camping Trip	\$113 per night	\$102 per night	Middle School Student Council	Vol	Vol
Honor Night	Vol	Vol	Junior Class Sponsor	\$1,340	\$1,206.00
Grade Level Coordinator	\$450 each	NA	Vocal Music	\$1,760	\$1,584.00
(Seven total, one per grade level K-6)			Speech	Vol	Vol
National Geography Bee	\$225	\$203	Asst. Speech	Vol	Vol
Elementary After School Clubs	\$300	\$270	Instrumental	\$1,760	\$1,584.00
			School Play	Vol	Vol
			Service League	\$500	\$450.00
			Dept. Chair	\$450 each	NA
			(Six Total - English, Math, Science, Social Studies, Vocational, PE/Fine Arts)		
			FFA	\$1,150	\$1,035.00
			Art Club	Vol	Vol
			Washington DC Trip Sponsor	\$113 per night	\$102 per night
			DECA	\$1,149	\$1,034.00
			CLASS Ambassador Program	\$400	\$360.00

*Pay is based on an assumption of 7-10 members per club
and is per sponsor (6 hours of class time + 1 hour prep)

	School Employee	Non School Employee
Grants		
Drug Prevention STOP	\$640	\$576.0
High Ability Grant	\$1,498	\$1,348.0
Title I	\$640	\$576.0

	School Employee	Non School Employee		School Employee	Non School Employee
MS/HS Athletics (Boys)			MS/HS Athletics (Girls)		
Varsity Basketball Coach	\$6,450	\$6,120	Varsity Basketball Coach	\$6,450	\$6,120
Asst/JV Basketball Coach	\$3,100	\$2,940	Asst/JV Basketball Coach	\$3,100	\$2,940
C Team Coach	\$1,630	\$1,540	Varsity Cross Country Coach	\$2,050	\$1,940
Varsity Cross Country Coach	\$2,050	\$1,940	MS Cross Country Coach	\$960	\$910
MS Cross Country Coach	\$960	\$910	Varsity Track Coach	\$2,050	\$1,940
Varsity Track Coach	\$2,050	\$1,940	Asst. Varsity Track Coach	\$970	\$920
Asst. Varsity Track Coach	\$970	\$920	Middle School Track Coach	\$960	\$910
Middle School Track Coach	\$960	\$910	Middle School Asst. Track Coach	\$480	\$450
Middle School Asst. Track Coach	\$480	\$450	Varsity Softball Coach	\$3,030	\$2,870
Varsity Baseball Coach	\$3,030	\$2,870	Asst. Varsity Softball Coach	\$1,360	\$1,290
Asst Varsity Baseball Coach	\$1,360	\$1,290	7th/8th Grade Basketball Coach	\$1,950	\$1,850
7th/8th Grade Basketball Coach	\$1,950	\$1,850	Soccer Coach	\$2,560	\$2,430
Golf Coach	\$1,910	\$1,810	Asst. Soccer Coach	Vol	Vol
Soccer Coach	\$2,560	\$2,430	PomPon Corps	\$1,350	\$1,280
Asst. Soccer Coach	Vol	Vol	Middle School PomPon Corps	\$850	\$800
MS Baseball Coach	\$960	\$910	Cheerleaders (HS)	\$1,350	\$1,280
Asst MS Baseball Coach	\$400	\$380	Cheerleaders (MS)	\$850	\$800
Varsity Volleyball	\$2,500	\$2,380	Varsity Volleyball	\$2,850	\$2,700
Asst Varsity Volleyball Coach	\$1,250	\$1,190	Asst. Varsity Volleyball	\$1,560	\$1,480
MS Volleyball	\$400	\$380	MS Volleyball	\$830	\$780
Asst MS Volleyball	\$250	\$240	Asst. MS Volleyball	\$400	\$380
			MS Softball Coach	\$960	\$910
			Asst MS Softball Coach	\$400	\$380

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 school year only and shall be posted for the bargaining unit at the end of the school year.

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

Full Day \$50

Up to One Half Day \$25

Teachers must complete the stipend pay request form and receive principal and superintendent approval prior to participation in the activity.

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.



WESTVILLE SALARY COMPENSATION MODEL

Compensation Base

Compensation for successful evaluations, for those receiving a score of 3 or 4, for the 2015-2016 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 2015 and/or 2016 school approved budget.

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.

In the case where the state releases information necessary to complete evaluations after the beginning of the following school year, the amount in arrears shall be paid immediately and the remaining sum shall be divided equitably among remaining pay checks during the year.

Staff must remain employed in the corporation during the following school year to be eligible for any potential raise or monies.

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.

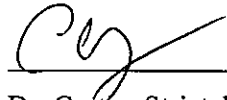
Breakdown:

The amounts of potential increase afforded to teachers are based on teacher evaluation and education and experience. Based on the education and experience amounts listed above, a distribution shall be created based on those figures to represent a 70%/30% split that accommodates these factors accordingly.



Memorandum of Understanding

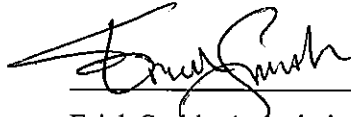
The Employer and the Association do agree to the rates of pay stated on the extracurricular agreement. However, if a staff member has held that position at a higher rate of pay, they shall continue to be paid the higher amount throughout the duration of their time holding that position until they leave the position.



Dr. Curtiss Strietelmeier, Superintendent

10/15/15

Date



Erick Smith, Association President

10/9/15

Date



Memorandum of Understanding

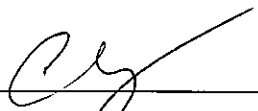
The Employer and The Association Agree, for pays based on evaluations during the 2014-2015 school year, that the sum total of monies to be awarded is approximately \$1,000 per person, to be awarded equitably using the salary agreement formula that has been previously determined.

<u>2015-2016 Certified Staff</u>	<u>Pre-Raise</u>	<u>Raise</u>	<u>Difference</u>
	\$	\$	\$
Salary	2,405,689.00	2,454,575.00	48,886.00
	\$	\$	\$
FICA	184,035.00	187,775.00	3,740.00
	\$	\$	\$
TRF	140,594.00	143,660.00	3,066.00
	\$	\$	\$
403B	12,028.45	12,272.88	244.43
	\$	\$	\$
	2,742,346.45	2,798,282.88	55,936.43

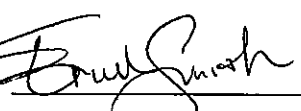
The Employer and the Association agree that the requirements for the new teacher exception have been met and that this is not necessary for 2015-2016.

A stipend is also to be made available, again divided equitably using the formula in the salary agreement. The sum total of the stipend, at minimum is \$10,050.09. This amount may be increased accordingly based on school enrollment and the equitable division of funds agreement.

The state performance pay grant, based on the results of evaluation and assessment from 2014-2015 shall be paid using the stipulations of the previous salary agreement.



Dr. Curtiss Strietelmeier, Superintendent



Erick Smith, Association President

10/15/15
Date

10/19/15
Date



Memorandum of Understanding

The Employer and The Association agree that all obligations to discuss the state performance pay grant, to be awarded based on results of testing and evaluation completed during the 2015-2016 school year, have been met.


The Association has suggested that money be used as follows:

25% as stipends

25% for retirement accounts such as 403B

25% to supplement but not replace supply budgets

25% to be used at the discretion of the employer



Dr. Curtiss Strietelmeier, Superintendent

10/15/15

Date



Erick Smith, Association President

10/9/15

Date

