

2023-2024

AGREEMENT

between

the

WESTVIEW SCHOOL CORPORATION



and

WESTVIEW EDUCATION ASSOCIATION



24 This agreement is made and entered into at Topeka, Indiana, on this 9th day of November 2023, between
25 the Westview Board of Education, and the Westview Education Association. This agreement is so
26 attested to by the parties whose signatures appear below:

27 Westview Education Association

28 BY: Les Hively

29 President – Les Hively

30
31 BY: Molly Manns

32 Chief Negotiator – Molly Manns

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34 BY: Mike Brown

35 Member – Mike Brown

36
37 BY: Jesse Martin

38 Member – Jesse Martin

39
40 BY: Kelly VonGunten

41 Member – Kelly VonGunten

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52 Westview Board of Education

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54 BY: Keith Lambright

55 President – Keith Lambright

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57 BY: Chad Bender

58 Vice President – Chad Bender

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60 BY: Carrie Schrock

61 Secretary – Carrie Schrock

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63 BY: Charles Christner

64 Member – Charles Christner

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66 BY: Tim Helmuth

67 Member – Tim Helmuth

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79 **RECOGNITION**

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81 The Westview Education Association is hereby recognized by the Westview School Corporation,
82 Topeka, Indiana, as the exclusive bargaining agent for all certified employees except its
83 superintendent, corporation wide directors, principals, and athletic director for the purposes of
84 bargaining collectively and discussing as prescribed and defined in P.L. 217, 1973 Acts of the
85 Indiana General Assembly.
86

87 **TERMS OF THE AGREEMENT**

- 88
89 I. The terms of this agreement shall begin July 1, 2023 and terminate June 30, 2024 with the
90 following exceptions:
91
92 A. Contract items related to wages and salary mutually agreed upon by the Westview
93 Education Association and the Westview School Corporation may be jointly reviewed at
94 times and places convenient to both parties.
95
96 B. Both parties agree to discuss health and dental insurance if the insurance committee
97 would recommend any changes to the health plan that could impact the terms in this
98 contract. In the event discussions result in a memorandum of understanding (MOU),
99 IEERB rules and procedures regarding MOU's will be followed."
100
101 II. Public hearing – Aug. 24, 2023 and Public meeting – Oct. 12, 2023
102
103 A. The public hearing and meeting were held in-person. The governing body and the public
104 were not given the option to participate in the public hearing or public meeting by means
105 of electronic communication.
106
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108 **GRIEVANCE PROCEDURE**

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110 I. Section I – Definition
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112 A “grievance” is a claim by one or more teachers of an alleged violation of the terms of this
113 negotiated agreement.
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115 II. Section II – Procedure
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117 A. – Informal
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119 This grievance procedure is not intended to affect the normal communications between the
120 building principal and the teacher regarding any problems. It is expected that any problem,
121 or potential problem, would first be discussed by the teacher with the building principal
122 within 10 days of the first time the grievant knew or reasonably should have known of the
123 problem (grievance).
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B. – Formal

Step I

Within fifteen (15) calendar days of this first time that the grievant knew, or reasonably should have known, of the grievance, if the grievance has not been resolved by the aforementioned “Informal” procedure, see Section II – A, the grievant shall present the grievance in writing to the building principal involved. The grievant shall (a) state the facts giving rise to the grievance, (b) identify the specific provision of the aforementioned documents alleged to be violated, (c) state his or her contentions with respect to the grievance, and (d) indicate the specific relief requested. Said letter shall be signed by the grievant. At the option of the grievant, an additional copy of this letter may be given to the appropriate representative of the W.E.A. within five (5) calendar days after receipt of the written grievance. The building principal shall answer the grievant in writing. If this written answer does not resolve the grievance then:

Step II

Within five (5) calendar days of the receipt of the aforementioned written answer, the grievant may address a letter of appeal, which shall include copies of all the aforementioned relevant documents to the Westview Superintendent of Schools. The superintendent shall then schedule a personal conference with the grievant at a time no later than ten (10) days following his receipt of this appeal. At the option of the grievant, representatives of the W.E.A. may be present at this conference and the superintendent shall have the right to have present at this conference the building principal involved and other witnesses who may be helpful in establishing the facts in the case. Within five (5) calendar days after the conclusion of this conference, the superintendent shall send a written response to the grievant. If this written reply does not resolve the grievance, then:

Step III

Within five (5) calendar days after the date of the receipt of the superintendent’s aforementioned response, the grievant shall notify the superintendent in writing that an appeal will be made to the Westview Board of Education. Said appeal shall be in writing and directed to the president of the Westview Board of Education, and in this letter there shall be included copies of all the aforementioned documents which may be pertinent or relevant to the case as well as a request for hearing at the next regular meeting of the board.

The president of the board shall notify the grievant that such a hearing has been placed on the agenda of the next regular meeting of the board and that the grievant may, at his or her discretion, have legal counsel and representatives of the W.E.A. who may be heard at the scheduled hearing. The board shall answer the grievant in writing within fifteen (15) calendar days of this hearing. The decision of the board is final.

If there is a failure at any step to communicate the decision on a written grievance within the specified time limit, it shall be ample evidence that the grievant’s claim is justified and the Board shall grant the grievant the remedy he or she is seeking.

If the grievant does not advance from one step to the next within the time limits herein specified, then the grievance shall be deemed resolved by the answer at the previous step.

All written communications herein specified shall be sent by certified or registered mail or hand delivered with time, date and signature of employee and school representatives on a receipt. Time limits stated herein may be extended only by mutual agreement and said agreements must be in writing and signed by both parties.

PLACEMENT OF TEACHERS INTO THE SALARY RANGE

The Westview School Board will determine the beginning wages of certified employees not currently working at Westview and such wages shall fall between the minimum and maximum of the negotiated range. All benefits and raises will be determined by this agreement.

SALARY AND WAGE PROVISIONS

- I. Both parties agree that salaries and wages to be affected by this agreement are accurately reflected in the Westview salary range, \$43,000.00 to \$73,000.00 and the Westview extra-curricular pay schedules, attached at the end of this document
- II. No teachers rated ineffective or needs improvement based on the teacher evaluation instrument shall receive a raise except teachers who have not yet completed two full years of teaching per IC 20-28-9-1.5(e)(f). Any money for increases that would otherwise have gone to teachers rated ineffective or improvement necessary must be redistributed to eligible teachers.
- III. No more than 50% of any calculation used to determine a raise for the bargaining unit will be based on years of experience and education.
- IV. Junior or senior high school teachers teaching a 7/6 load shall be reimbursed an additional 1/6 of their base contract.
- V. Remuneration for the ancillary duty of in-house teacher substitution and coverage of study hall and noon supervision, at the teacher's discretion, shall be in the form of ½ day of additional sick leave for each three (3) class hours of substitution or \$14.00 per class hour covered.
- VI. Employees will be paid their daily rate (base salary divided by 185) for extra teaching days on the contract.
- VII. An index system based on \$43,000.00 will be utilized to determine the extra-curricular pay. Schedule attached.
- VIII. The board may award up to a total of \$10,000.00 in discretionary stipends to effective teachers with no individual receiving more than a \$200.00 stipend, reference TAG board policy.

- IX. For a new sport/activity, the salary/ies will be proportionate based on the number of scheduled activities of the sport/activity most similar, (one day will be one activity; i.e. when there are two or three-way activities in one day, this will count as one activity), as discussed with the W.E.A. When the sport/activity achieves a full schedule according to the building principal, it will receive a full-negotiated extra-curricular salary.

FRINGE BENEFITS

Both parties agree that the salary and wage-related fringe benefits to be affected by this agreement are reflected in Salary & Wage Provisions, and that the same shall remain in force during the period of this agreement.

I. HEALTH AND DENTAL INSURANCE

Upon his or her request and completed application, the employee is eligible to choose from three (3) different single or family group dental, health and medical insurance plans.

For single subscribers the annual contribution for group dental, health and medical insurance paid by Westview School Corporation will be \$9,456.53. In addition, the corporation will contribute \$1,000 to a VEBA (HRA) plan annually. The premium amount will change if the cost of the premium decreases or increases. The corporation will pay 80% of any premium increase. The corporation contribution will be decreased by 80% of any premium decrease.

For family subscribers the annual contribution for group dental, health and medical insurance paid by Westview School Corporation will be \$13,331.74. In addition, the corporation will contribute \$1,000 to a VEBA (HRA) plan annually. The premium amount will change if the cost of the premium decreases or increase. The corporation will pay 50% of any premium increase. The corporation contribution will be decreased by 50% of any premium decrease.

Employees working on 1-50% contract would receive an amount equivalent of 50% of the benefits, and employees working over 50% would receive an amount equivalent to 100% of the benefits.

All current certified employees, as well as those on leave of absence, are eligible for participation. Teachers granted a leave of absence must notify the bookkeeping department by June 1 of the year preceding the leave year regarding their intention to participate in the health plan. Teachers on approved leave must pay the full premium if enrolled in the plan.

II. Certified teachers who were hired after January 1, 2001, will be permitted to remain in the school corporation's health plan until Medicare eligible. Teachers must meet all the following requirements to be eligible:

- A. A teacher must be presently teaching in the Westview School Corporation.
- B. The teacher's age plus years of experience must equal INPRS requirement for regular full retirement (currently age 55 and years of experience totaling 85 or age 60 plus 15 years of experience).
- C. The teacher must have taught in the Westview School Corporation 15 years prior to eligibility for early retirement.

- 268 III. Upon his or her request and completed application, a term life insurance policy, including
269 accidental death and dismemberment, will be provided approximating the teacher's school
270 year salary. The premium less one dollar (\$1.00) will be paid by the Westview School
271 Corporation. The employee will be responsible for a \$1.00 annual contribution toward the
272 premium payment. In addition, all personnel may purchase supplemental amounts of
273 insurance in increments of \$5,000.00, or as dictated by the carrier, the total of which must not
274 exceed the individual's annual wages. Insurance effective dates are from September 1 to
275 August 31 of each year.
276
- 277 Employees retiring from age 50 to 65 with 15 years of service may participate, at their own
278 expense, in the corporation's life insurance program for an amount equal to the basic
279 insurance coverage in effect during their final year of employment. This may be continued
280 until age 65, at which time the coverage will be reduced to \$5,000.00, or as dictated by the
281 carrier. The latter coverage will terminate at age 70. Accidental death and dismemberment
282 provisions, as well as purchased supplemental insurance, will terminate upon retirement.
283
- 284 IV. Upon his or her request and completed application, a long-term disability policy will be
285 purchased for all full-time single health and non-health insurance covered teachers. The
286 premium less one dollar (\$1.00) will be paid by the Westview School Corporation. The
287 employee will be responsible for a \$1.00 annual contribution toward the premium payment.
288 Health plan employees may purchase this coverage at their expense.
289
- 290 V. The Westview School Corporation will pay the required individual teacher deduction for the
291 Indiana State Teacher's Retirement Fund.
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293 LEAVES

294

- 295 I. Ten (10) sick leave days with full pay will be granted for first year teachers at Westview, and
296 seven (7) sick leave days with full pay will be granted for each year thereafter. These days are
297 accumulative. At the end of each work year, and after converting other paid leaves to sick leave
298 as provided for below, the school corporation shall reduce accumulated sick leave balances in
299 excess of 90 days to 90 days. This reduction shall be done by the School Corporation depositing
300 \$90.00 (ninety dollars) for every sick leave day a given teacher has in excess of 90 into that
301 teacher's IRS Section 401(a) Plan account. All or part of a leave taken by a teacher because of a
302 temporary disability caused by pregnancy may be charged, at her discretion, to her available sick
303 days. The teacher is entitled to complete the remaining maternity leave without pay. In the
304 event the teacher wishes to begin the maternity leave at the beginning of a school year,
305 accumulated sick leave days from previous years of employment may be utilized. Payment for
306 accumulated sick leave days will only be paid after a corresponding number of work days are
307 missed. Payment terms must be arranged with the business office. Paid sick days count toward
308 FMLA leave.
309
- 310 II. Three (3) days of illness in the family leave are granted per school year. Up to two (2) unused
311 illness in the family leave days shall be added to the teacher's accumulative personal sick leave
312 at the end of each school year. Personal business leave may be used after the three (3) days of
313 family illness leave are exhausted. When using the three (3) family days or personal days, the
314 term family shall mean spouse, children, parents, brothers, sisters, mother-in-law, father-in-law,
315 anyone living in the household of the employee and grandchildren. When both family illness

leave and personal business leave have been used, personal sick leave days may be utilized if necessary for serious accident or illness. When using accumulated personal sick days to care for an ill family member, the term family is limited to spouse, children, parents, brothers, sisters, mother-in-law, father-in-law, and anyone living in the household of the employee. This provision does not automatically cover grandchildren.

III. Three (3) days of personal business leave are permitted per school year with full pay. At the conclusion of the school term, a maximum of two (2) unused personal business leave days shall be carried into the teacher's next contract year not to exceed five (5) days in any contract year. Additional unused personal business leave days shall be added to the teacher's accumulative personal sick leave at the end of each school year. Personal business days requested on the first student day, the last student day, or a school day immediately preceding or following: fall vacation, Christmas vacation, spring vacation or holidays (Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day) will not be granted except when reasons of extreme emergency are presented to and approved by the superintendent. Matters of extreme emergency not for the purpose of extending the vacation will be charged one personal day for each day taken. Other exemptions to extend the vacation may be presented to and approved by the superintendent. A day taken to extend the vacation that directly precedes or directly follows a vacation will be charged 2 personal days.

IV. At their discretion, teachers shall receive up to five (5) workdays for each family bereavement leave with full pay within fourteen (14) calendar days following such death. The term family shall mean spouse, children, parents, brothers, sisters, mother-in-law, father-in-law, grandparents, grandchildren, foster parents, step parents, legal guardians, and anyone living in the household of the employee. Exceptions to the 14 calendar day window may be presented to and approved by the superintendent.

V. Legal leave days are permitted to appear for jury duty with full pay. Any reimbursement made in addition to mileage shall be paid to the Westview School Corporation. Additional legal leave days with full pay shall be granted to appear in arbitration, negotiation, or fact finding proceedings, provided they cannot be scheduled during non-teaching hours.

VI. Attending and/or participating in professional workshops, seminars or conferences, and visiting other school corporations to observe instructional techniques, or other instructionally oriented programs are encouraged to enhance the educational process. Conference leave will be granted only upon the recommendation of the teacher's building principal and approval by the Superintendent. Certain travel and lodging expenses, registration fees, etc., will be paid by Westview School Corporation in accordance with the rules and procedures prescribed by the Indiana State Board of Accounts, the Westview Board of Education, and as agreed on a signed trip reimbursement/request application signed by the superintendent.

VII. Leave requests not covered by current provisions may be appealed to the superintendent.

VIII. Sick, Family Illness, Personal Business, and Bereavement leaves will be granted and recorded only on a ½ or full-day basis.

MISCELLANEOUS

- I. Mileage. Any teacher required by scheduling to drive from his or her building of first assignment to any other buildings in the Westview School Corporation for succeeding assignments and back to his or her building of first assignment shall be reimbursed for the total miles driven between all buildings if the total miles driven is over two (2) miles. The reimbursement rate shall be the same rate the Westview School Corporation pays for reimbursing all extra-curricular mileage.

SEVERANCE (Note the \$2,500.00 stipend for retirees to go toward Westview insurance is only for those hired before 2001 and sick days left at retirement are only eligible to be reimbursed for those hired prior to January 1, 2001.)

- I. Traditional Severance & Early Retirement Benefits are for teachers who obtained permanent teacher contract status from the Westview School Corporation on or before January 1, 2001. Traditional Severance & Early Retirement Benefits not otherwise offset as set forth below and in Part II, Transitional Severance & Early Retirement Benefits Adjustments, of this Article shall be provided teachers who were hired prior to January 1, 2001.

To qualify for traditional severance or early retirement benefits at the time of separation from employment with this school corporation, a teacher must have obtained regular teacher contract status from Westview School Corporation on or before January 1, 2001, and must meet all the other qualifications set forth in the Traditional Severance & Early Retirement provisions of the 1999-2000-2001 Agreement Between the Westview School Corporation and the Westview Education Association.

- II. Transitional Severance & Early Retirement Benefits Adjustments are for teachers who obtained regular teacher contract status from the Westview School Corporation on or before January 1, 2001.
 - A. Teachers who qualify for traditional severance & early retirement benefits shall have their combined traditional severance & retirement benefit entitlement calculated by using the total number of unused personal sick days accumulated by the teacher, which includes those purchased by the school corporation and included in the 401(a) plan.
 - B. Teachers who qualify for traditional severance & early retirement benefits shall have these benefits reduced, dollar for dollar, by the amount of contributions made and assumed balance in the given teacher's IRS Section 401(a) Plan account at the time of retirement.
 - C. Likewise, at the time of a given teacher's separation from employment at Westview School Corporation, the vendor of the IRS Section 401(a) Plan shall compute hypothetical earnings on the assumed balance to that teacher's IRS Section 401(a) Plan account from each time of deposit to the time of separation with an assumed annual rate of return of 7% for the contributions made and assumed balance prior to July 1, 2007 and with an assumed annual rate of return of 5% for the contributions made and assumed balance on or after July 1, 2007. The amount of the assumed balance at separation shall then also be used to reduce, dollar for dollar, the given teacher's remaining combined benefits.

D. The corresponding Traditional Severance & Early Retirement provision notwithstanding, payment of the balance of the traditional benefits due a teacher will be made in one lump sum. If the school is notified by April 1 of the year of retirement, the payment will be made prior to July 1 following separation. If the school was not notified by April 1 of the year of retirement, the payment may be delayed by one year.

III. IRS Section 401(a) Plan - For teachers who have not obtained regular teacher contract status from the Westview School Corporation on or before January 1, 2001, this plan represents all severance benefits available to the teacher.

- A. Effective July 1, 2001 and thereafter, the school corporation shall maintain an IRS Section 401(a) Plan Retirement Program and such other IRS qualified retirement plans as may be appropriate and acceptable to the parties.
- B. As provided for elsewhere in this agreement, the school corporation shall make payments for accumulated personal illness days into a qualifying teacher's 401(a) Plan account.
- C. All teachers will have an ongoing amount equal to one percent (1%) of their regular gross salary placed in their 401(a) Plan accounts.
- D. Teachers will be allowed to continue making their 403(b) Plan contributions in annuity accounts heretofore recognized by the Board and/or into 403(b) Plan accounts offered by the vendor of the parties' 401(a) Plan accounts.
- E. During subsequent rounds of bargaining, the parties will negotiate whether or not to have the board make additional one-time only contributions and/or whether or not to increase the percentage of ongoing contributions.
- F. The school corporation and association will maintain a joint retirement planning committee that shall be charged with recommending who shall be the vendor of the 401(a) Plan accounts. Additionally, the joint committee shall be charged with ensuring, through the vendor that the plan and accounts are and remain in compliance with IRS rules and regulations. Should the board have reason not to endorse the vendor, the joint committee will reconsider its recommendation and the selection process will be repeated.
- G. Teachers shall vest in the 401(a) Plan at the rate of 10% per year of consecutive employment as a teacher in this school corporation with years of employment before and after implementation of the plan counting toward vesting. Leaves approved by the school board as described by this agreement shall not be considered a disruption of consecutive service. The percentage of vested assets of the 401(a) Plan account are the property of the teacher and, in the event of the teacher's death, the teacher's estate.
- H. It is understood between the parties that the ongoing contributions into teachers' plan accounts are in lieu of receiving the same percentages as regular salary.
- I. In that the parties are using the percentage of employer contribution to this plan in lieu of applying this percentage to salary increases, should the parties subsequently have cause to terminate this 401(a) Plan, and unless otherwise agreed to between them, upon termination, the then percentage contribution that was given in lieu of salary to this plan shall immediately be applied as a like-percentage across-the-board salary schedule increase.
- J. If IRS, a court of competent jurisdiction, or the parties hereto deem any element of this article and actions taken pursuant to it to be out of compliance with IRS Rules and Regulations or other law, the parties will take all necessary action to correct the situation.

TRADITIONAL SEVERANCE & EARLY RETIREMENT (Only available to teachers who obtained regular teacher contract status from the Westview School Corporation on or before January 1, 2001.)

- I. Severance pay or Early Retirement pay, whichever is highest, will be awarded based on the formulas, included in this document, provided the following requirements are met:

A teacher:

- A. Must have met the minimum requirements for benefits under the Indiana State Teachers' Retirement Fund for each option.
- B. Must have signed six consecutive teaching contracts at Westview.
- C. Must terminate employment because of retirement, health, resignation, or death. (*In the event of death, payment will be made to the beneficiaries of the employee's estate.*)
- D. Must be presently teaching in the Westview School Corporation.
- E. Must notify the Superintendent by June 1 of the year preceding retirement if they plan to receive benefits during the first year of retirement. The request for any retirement benefit must be made in writing to the Board of Education by June 1 of the year prior to retirement (*Only the board of education may waive this requirement.*)
- F. May designate how funds will be distributed after the funds have been placed in a separation account.

- II. Severance plan as described below:

- A. $(\text{Years in corporation} \times .008 \times \text{highest paid contract}) + \$90.00 \times \text{number uncompensated accumulated sick days}$.
- B. The teacher will be permitted to remain in the school corporation's health plan until Medicare eligible. The school corporation will contribute toward the health plan premium a stipend dollar amount equal to two thousand five hundred dollars (\$2,500.00 or \$208.33 per month). Also, the teacher may apply any amount of their retirement bonus toward his or her health insurance premium. Details of this arrangement must be arranged with the administration.

- III. Early Retirement Incentive:

- A. Eligibility (All three requirements must be met)

- 1. A teacher must be presently teaching in the Westview School Corporation.
- 2. The teacher's age plus years of experience must equal INPRS requirement for regular full retirement (currently age 55 and years of experience totaling 85 or age 60 plus 15 years of experience).
- 3. The teacher must have taught in the Westview School Corporation 15 years prior to eligibility for early retirement.

- B. Bonus

AGE	Percent of final base salary
First year of eligibility	100
Second year of eligibility	90

Third year of eligibility	80
Fourth year of eligibility	70
Fifth year of eligibility	60
Sixth year of eligibility	50
Seventh year of eligibility	40
Eighth year of eligibility	35

The ninth year of eligibility (Severance plan described in Severance & Early Retirement is applicable).

C. Other stipulations

1. The first year of eligibility through the eighth year must be attained prior to the first scheduled day of the following school year.
2. If a teacher has accumulated 150 unused sick leave days, they will receive the maximum benefit as noted in IIIB above. For every day less than 150, the payment will be reduced by sub base pay the year of retirement. Any sick days unused at the end of the year of retirement will be reimbursed at \$90.00 and added to the retirement Salary Bonus.
3. The final base salary is defined as the salary paid the teacher the year prior to retirement. It does not include extra-curricular assignments or other assignments or incentive awards beyond the base salary.
4. Teachers working less than a full day will have their retirement pay (bonus) pro-rated on the basis of the actual base salary.
5. If the State of Indiana would ever adopt a salary schedule applicable to all school districts with levels higher than the Westview contract, severance and early retirement plans applicable to the Westview School Corporation would be declared null and void and subject to negotiation.
6. The teacher will be permitted to remain in the Westview school corporation's health plan until Medicare eligible. The school corporation will contribute a stipend toward the Westview health plan premium a dollar amount equal to two thousand five hundred dollars (\$2,500.00 or \$208.33 per month).

SICK LEAVE BANK

The Board of Education of the Westview School Corporation agrees to implement a Sick Leave Bank in cooperation with the Westview Education Association. The Sick Leave Bank is one in which a participant in the bank may borrow a limited number of sick leave days with full pay in case of an emergency. A statement by the attending physician verifying the nature of the illness and the disability shall be required of the participant in order to borrow from the Sick Leave Bank. A statement by a second physician may be required upon the recommendation of either the board or association provided that such physician shall be agreed to jointly by the board and the association, and the applicant shall bear the physician's costs.

Specific stipulations of the Sick Leave Bank are as follows:

- I. Definition: A participant in the bank shall be any of the certificated personnel of Westview Schools who enrolls during his/her specified enrollment period.
- II. Establishing the bank:
 - A. Each certified person wanting to be a participant in the Sick Leave Bank shall donate three (3) of his/her accumulated and credited sick leave days to the bank. Part-time employees shall donate days on a prorated basis.
 - B. All donated days are a permanent contribution to the bank and are not transferable to another school corporation should a participant leave the Westview School Corporation's system.
 - C. Each certified person wanting to be a participant in the Sick Leave Bank shall enroll during the insurance/benefits open enrollment period or within 15 working days of their first work day.
 - D. All certified personnel who want to enroll in the Sick Leave Bank must do so on the Official Enrollment Form (S.L.B. #1) during the insurance/benefits open enrollment period or within 15 working days of their first work day.
 - E. Certified employees will not need to re-enroll in the bank unless it is deemed necessary for all participants to re-enroll in order to keep the bank operative. If re-enrollment is necessary, all certified personnel become eligible to enroll in the bank. The W.E.A. executive council shall have the responsibility to determine whether or not re-enrollment is necessary.
 - F. All participants and days will be kept in a Sick Leave Bank ledger available to be audited by the board or the association at the beginning of each month. Participants' individual service record cards will show the deduction for days donated the bank. Record keeping will be done in the central office.
 - G. At the conclusion of each school year, the Sick Leave Bank's unused days will be carried over to the next school year.
- III. Borrowing from the Bank
 - A. Application to borrow from the Sick Leave Bank must be made on the official Application to Borrow from the Westview Sick Leave Bank Form, (S.L.B. #2) and a physician's statement attached.
 - B. A committee of three (3) teachers and one administrator will approve borrowing from the Bank. This committee and/or vacancies shall be appointed by the W.E.A. president and the superintendent.

- 592 C. All sick leave days previously accumulated must be exhausted prior to borrowing from
593 the Sick Leave Bank.
594
595 D. Borrowing from the bank can only be allowed for absences for three (3) or more
596 consecutive working days due to an illness or disability.
597
598 E. Any teacher enrolled in the Sick Leave Bank, who has exhausted his/her accumulated
599 sick leave and who has also accumulated five (5) uncompensated sick leave days each
600 year, is eligible to apply to the sick leave bank committee for compensation for further
601 absences from work during the current contract year.
602
603 F. The sick leave bank may only be used for the personal illness of a participant.
604
605 G. A participant may borrow up to sixty (60) days per year, but not more than 180 days
606 during employment with the Westview School Corporation.
607
608 H. Application to borrow from the Sick Leave Bank may be made by a personal
609 representative of a participant in cases where the participant is unable to do so.
610
611 I. Leave from the sick leave bank may not be used for maternity or childbirth leave unless
612 substantial and actual medically-determined physical or mental disability has arisen out
613 of the pregnancy or childbirth.
614

615 II. Repaying the days borrowed
616

- 617 A. A participant agrees to repay the Sick Leave Bank from his/her credited sick leave days
618 at the rate of four (4) per year upon returning to active employment with the Westview
619 School Corporation.
620
621 B. If a participant's health permits him/her to return to active employment, and he/she does
622 not elect to return to active employment with the Westview School Corporation, or he/she
623 elects to accept employment elsewhere, the participant agrees to repay the Westview
624 School Corporation for the sick leave bank days borrowed in cash. This cash amount will
625 be equal to that paid to secure a substitute during the time the participant borrowed from
626 the Sick Leave Bank, (not the substitute teacher daily rate) but in no case more than they
627 would have earned.
628
629 C. A participant agrees to repay this cash amount in total upon electing not to return to
630 active employment (health permitting) with Westview School Corporation or at a rate
631 agreed upon per year but not less than the equivalent of 7 substitute days per year. It is
632 also agreed that any amount of unpaid balance due after five (5) years shall become due
633 immediately upon request by Westview School Corporation.
634
635 D. In the case of continued disability, retirement, or in the event of death, it is understood
636 that the participant, participant's family or estate will have no obligation in regard to this
637 agreement. Continued disability is to be verified by a board and association approved
638 physician.
639

WAIVERS

- A. The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties; and that no additional negotiations on this agreement will be conducted on any item, whether contained herein or not, during the period of this agreement without mutual agreement of both parties. Should any part of this agreement be declared illegal by a court of competent jurisdiction, said part shall be automatically deleted from this agreement but the remaining parts shall remain in full force and effect for the duration of the agreement.

SALARY – Increases in salary shall be paid in two special pays one mid-November and second in mid-March.

- A. Compensation Model – \$254,850.00 will be put toward the 2023-2024 compensation model. Funds eligible to provide increases to teacher base pay shall be distributed according to the Compensation Model. Teachers will be awarded points in four different areas. The maximum number of points a full time teacher can be awarded is 100. Part time staff pay will be prorated based on % of contract. Total funds available will be divided by the total number of points awarded to eligible teachers, reference page 5 numerical II under Salary and Wage Provisions of this CBA. This raise will be distributed in two special pays, one in November and one in March. For teachers below the salary range cap, currently \$73,000.00, the compensation award funds will be added to their bi-weekly salary as a raise for the next year.

Compensation Model - 100 Point System

20 points	Experience: When a teacher completes 120 or more work days at Westview in the previous year, 10 points will be awarded. An additional point will be added for each year of experience at Westview, not to exceed 20 points. Non-Westview experience is not considered. Paid leave days apply, but unpaid do not.
30 points	Formal Education: The maximum number of points awarded in this area is 30. <ul style="list-style-type: none">• Bachelor + 9-17 credit hours in content area = 9 pts.• Bachelor + 18-26 credit hours in content area = 15 pts.• Bachelor + 27-30 credit hours in content area = 21 pts.• Master's Degree in content area = 27 pts.• Master's Degree + 6 credit hours in content area = 30 pt.
10 points	Activities to Meet the Academic Needs of Students: Successful completion of the Academic Needs of Students Program Goals as determined by the teacher's principal will be awarded 10 points.
40 points	Effectiveness Rating: Teachers found effective or highly effective on the Westview Rise Evaluation instrument shall be awarded 40 points. Teachers found ineffective or needs improvement based on the Westview Rise Evaluation Instrument will not receive a raise, reference Salary and Wage Provisions, Section II. <i>No dollar amount difference will exist between a Highly Effective and Effective rating. (This is a get all or get none set of points.)</i>

- B. One Time payments or stipends that will not be added to the teachers base pay also paid on the special pay dates include:

- a. Westview Funded Professional Performance Award Program – Two \$100 payments, \$200 total, to be based on Professional Performance Award Program to each teacher qualifying.

- C. The covid-19 retention stipend will go to any Westview teacher who has successfully completed the 2022-23 school year. Concerning this agreement for 2023-24, full time teachers shall receive a covid-19 retention, one-time additional stipend of \$700.00. Part time teacher pay will be prorated based on % of contract. The total shall be paid out in one stipend.
- D. Teachers who have obtained regular teacher contract status from the Westview School Corporation after January 1, 2001 will receive an additional half percent (.5%) above the one percent (1%) of their regular gross salary placed in their 401 (a) Plan accounts.
- E. \$140,150.00 will be the total amount put towards the retention of all certified staff. All certified staff will receive a \$1,000.00 to their base salary raising the bottom of the salary range to \$43,000.00 and top to \$73,000.00. Part time certified teachers will have their portion prorated based on the percentage of their contracted work time.

WESTVIEW SCHOOL CORPORATION

Certified teacher salary range

For the 2023 - 2024 school year

Employee Count	Range
43	68,000 – 73,000
16	63,000 -- 68,000
11	58,000 -- 63,000
21	53,000 -- 58,000
18	48,000 -- 53,000
29	43,000 -- 48,000
5 Part-time	Less than 43,000

Form S.L.B. #1

WESTVIEW SICK LEAVE BANK

**Official Enrollment Form
Certified Employees Only**

I wish to join the Westview Sick Leave Bank with the understanding that I will donate three (3) of my sick leave days this school year.

Name _____

School _____

Date _____

Note: Information about the bank is in your negotiated teachers' agreement.

Form S.L.B. #2

WESTVIEW SICK LEAVE BANK

Application to Borrow from the Westview Sick Leave Bank Form

I have reviewed the regulations governing the Westview Sick Leave Bank and believe that I qualify to borrow from the Bank at this time. I understand the sick leave bank policy requires borrowed days to be repaid and if I leave employment at Westview prior to making repayment I may be required to make a cash reimbursement. A letter from my physician is attached.

Name _____

School _____

Date _____

Note: Information about the bank is in your negotiated teachers' agreement.

Physician's Letter Required _____

WESTVIEW SCHOOL CORPORATION

Advanced Education Record Sheet

Note: Only content area courses and courses pertinent to position as determined by the superintendent will be accepted.

Name _____ Date _____

Current degree status Bachelors _____ Masters _____

Course No.	Workshop or Course Title	CRUs or Credit Hours	Workshop or Course Description
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Application: Approved _____ Disapproved _____

Superintendent _____ Date _____

.....
Course/workshop requirements must be satisfactorily completed (passing grade) and a transcript, grade report or university letter, submitted to complete the record.
.....

Reimbursement for advanced education completed (grades or transcript submitted by September 1) will be according to the compensation model.

807 **Westview School Corporation Tuition Reimbursement Agreement**

808 Westview School Corporation will reimburse teachers who are seeking advance degrees/certification up
809 to \$300 a credit hour successfully for a maximum of 18 credit hours under the following conditions:

- 810 1. The teacher submits a course of study and timeline of completion to the Superintendent for
811 approval prior to enrollment
- 812 2. Any changes to this course of study has to be pre-approved by the Superintendent
- 813 3. Coursework will directly benefit the school corporation and students of whom we serve
- 814 4. Coursework approval will be limited to:
- 815 ○ Programs that meet the Higher Learning Commission standards for teaching dual
 - 816 credit programs
 - 817 ○ Programs that meet high demand areas in the school as determined by
 - 818 superintendent
- 819 5. The teacher must receive a grade of 3.0 or higher on a 4.0 point scale within their content area
- 820 6. Reimbursement will occur at the end of the course when the grade is submitted to the
- 821 superintendent
- 822 7. Failure to complete the approved course of study will result in the reimbursement of all tuition
- 823 funds to the school corporation
- 824 8. The teacher must remain with the school corporation for at least five years after completing
- 825 the advance degree/certification. Failure to complete the five years will require the teacher to
- 826 reimburse Westview School Corporation 100% of the credit hour costs.

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WESTVIEW SCHOOL CORPORATION

Extra-Curricular Pay Schedule

2023-24 School Year

Extracurricular Base 43,000.00

Count	Season	School	Boys or Girls	Position	Level	Sport/Activity	Title	Index	Pay	Notes
1	Fall Sports	HS		Assistant	Varsity	Cross Country	Coach	0.0491	\$ 2,111.00	
2	Fall Sports	HS	Boys	Head	Varsity	Cross Country	Coach	0.0980	\$ 4,214.00	
3	Fall Sports	HS	Girls	Head	Varsity	Cross Country	Coach	0.0980	\$ 4,214.00	
4	Fall Sports	HS	Girls	Head	Varsity	Golf	Coach	0.0707	\$ 3,040.00	
5	Fall Sports	HS	Girls		Junior Varsity	Soccer	Coach	0.0600	\$ 2,580.00	
6	Fall Sports	HS	Boys		Junior Varsity	Soccer	Coach	0.0600	\$ 2,580.00	
7	Fall Sports	HS	Girls	Head	Varsity	Soccer	Coach	0.0980	\$ 4,214.00	
8	Fall Sports	HS	Boys	Head	Varsity	Soccer	Coach	0.0980	\$ 4,214.00	
9	Fall Sports	HS	Girls	Assistant	Varsity	Soccer	Coach	0.0491	\$ 2,111.00	
10	Fall Sports	HS	Boys	Assistant	Varsity	Soccer	Coach	0.0491	\$ 2,111.00	
11	Fall Sports	HS	Boys	Assistant	Varsity	Tennis	Coach	0.041	\$ 1,763.00	
12	Fall Sports	HS	Boys	Head	Varsity	Tennis	Coach	0.0707	\$ 3,040.00	
13	Fall Sports	HS	Girls		9th Grade	Volleyball	Coach	0.0441	\$ 1,896.00	
14	Fall Sports	HS	Girls		Junior Varsity	Volleyball	Coach	0.0600	\$ 2,580.00	
15	Fall Sports	HS	Girls	Head	Varsity	Volleyball	Coach	0.0980	\$ 4,214.00	
16	Fall Sports	HS	Girls	Assistant	Varsity	Volleyball	Coach	0.0491	\$ 2,111.00	
17	Fall Sports	JH	Boys		Junior High	Cross Country	Coach	0.0410	\$ 1,763.00	
18	Fall Sports	JH	Girls		Junior High	Cross Country	Coach	0.0410	\$ 1,763.00	
19	Fall Sports	JH			7th Grade	Soccer	Coach	0.0410	\$ 1,763.00	
20	Fall Sports	JH			8th Grade	Soccer	Coach	0.0410	\$ 1,763.00	
21	Fall Sports	JH	Girls		Junior High	Soccer	Coach	0.0410	\$ 1,763.00	
22	Fall Sports	JH	Girls		7th Grade	Volleyball	Coach	0.0410	\$ 1,763.00	
23	Fall Sports	JH	Girls		8th Grade	Volleyball	Coach	0.0410	\$ 1,763.00	
24	Winter Sports	HS	Girls		9th Grade	Basketball	Coach	0.0763	\$ 3,281.00	
25	Winter Sports	HS	Boys		9th Grade	Basketball	Coach	0.0763	\$ 3,281.00	

26	Winter Sports	HS	Girls	Junior Varsity	Basketball	Coach	0.1145	\$ 4,924.00
27	Winter Sports	HS	Boys	Junior Varsity	Basketball	Coach	0.1145	\$ 4,924.00
28	Winter Sports	HS	Girls	Varsity	Basketball	Coach	0.2450	\$10,535.00
29	Winter Sports	HS	Boys	Varsity	Basketball	Coach	0.2450	\$10,535.00
30	Winter Sports	HS	Girls	Assistant	Basketball	Coach	0.0865	\$ 3,720.00
31	Winter Sports	HS	Boys	Assistant	Basketball	Coach	0.0865	\$ 3,720.00
32	Winter Sports	HS	Head	Varsity	Wrestling	Coach	0.0980	\$ 4,214.00
33	Winter Sports	HS	Assistant	Varsity	Wrestling	Coach	0.0491	\$ 2,111.00
34	Winter Sports	JH	Girls	Head	Basketball	Coach	0.0626	\$ 2,692.00
35	Winter Sports	JH	Boys	Head	Basketball	Coach	0.0626	\$ 2,692.00
36	Winter Sports	JH	Girls	Assistant	Basketball	Coach	0.0441	\$ 1,896.00
37	Winter Sports	JH	Boys	Assistant	Basketball	Coach	0.0441	\$ 1,896.00
38	Winter Sports	JH	Girls	Head	Basketball	Coach	0.0626	\$ 2,692.00
39	Winter Sports	JH	Boys	Head	Basketball	Coach	0.0626	\$ 2,692.00
40	Winter Sports	JH	Girls	Assistant	Basketball	Coach	0.0441	\$ 1,896.00
41	Winter Sports	JH	Boys	Assistant	Basketball	Coach	0.0441	\$ 1,896.00
42	Winter Sports	JH	Head	Junior High	Wrestling	Coach	0.0500	\$ 2,150.00
43	Winter Sports	JH	Assistant	Junior High	Wrestling	Coach	0.0441	\$ 1,896.00
44	Spring/Summer Sports	HS	Junior Varsity	Baseball	Baseball	Coach	0.0600	\$ 2,580.00
45	Spring/Summer Sports	HS	Head	Varsity	Baseball	Coach	0.0980	\$ 4,214.00
46	Spring/Summer Sports	HS	Assistant	Varsity	Baseball	Coach	0.0491	\$ 2,111.00
47	Spring/Summer Sports	HS	Boys	Head	Golf	Coach	0.0707	\$ 3,040.00
48	Spring/Summer Sports	HS	Boys	Assistant	Golf	Coach	0.041	\$ 1,763.00
49	Spring/Summer Sports	HS	Junior Varsity	Softball	Softball	Coach	0.0600	\$ 2,580.00
50	Spring/Summer Sports	HS	Head	Varsity	Softball	Coach	0.0980	\$ 4,214.00
51	Spring/Summer Sports	HS	Assistant	Varsity	Softball	Coach	0.0491	\$ 2,111.00
52	Spring/Summer Sports	HS	Girls	Head	Tennis	Coach	0.0707	\$ 3,040.00
53	Spring/Summer Sports	HS	Girls	Assistant	Tennis	Coach	0.041	\$ 1,763.00
54	Spring/Summer Sports	HS	Girls	Head	Track	Coach	0.0980	\$ 4,214.00
55	Spring/Summer Sports	HS	Boys	Head	Track	Coach	0.0980	\$ 4,214.00
56	Spring/Summer Sports	HS	Girls	Assistant	Track	Coach	0.0491	\$ 2,111.00

Only gets paid 1

57	Spring/Summer Sports	HS	Boys	Assistant	Varsity	Track	Coach	0.0491	\$ 2,111.00
58	Spring/Summer Sports	JH		Head	Junior High	Golf	Coach	0.0354	\$ 1,522.00
59	Spring/Summer Sports	JH	Boys	Head	Junior High	Golf	Coach	0.0354	\$ 1,522.00
60	Spring/Summer Sports	JH		Head	Junior High	Tennis	Coach	0.0234	\$ 1,006.00
61	Spring/Summer Sports	JH	Girls	Head	Junior High	Track	Coach	0.0410	\$ 1,763.00
62	Spring/Summer Sports	JH	Boys	Head	Junior High	Track	Coach	0.0410	\$ 1,763.00
63	Spring/Summer Sports	JH		Assistant	Junior High	Track	Coach	0.0218	\$ 935.00
64	Other Activities	HS			Junior Varsity	Cheerleading	Coach	0.0382	\$ 1,643.00
65	Other Activities	HS			Varsity	Cheerleading	Coach	0.0382	\$ 1,643.00
66	Other Activities	HS		Head		Musical	Director	0.0980	\$ 4,214.00
67	Other Activities	HS		Assistant		Musical	Director	0.0491	\$ 2,111.00
68	Other Activities	HS				Musical	Choreographer	0.0182	\$ 783.00
69	Other Activities	HS				NAHS	Advisor	0.0100	\$ 430.00
70	Other Activities	HS				NHS	Advisor	0.0100	\$ 430.00
71	Other Activities	HS				Spell Bowl	Advisor	0.0081	\$ 348.00
72	Other Activities	HS				Student Council	Advisor	0.0247	\$ 1,062.00
73	Other Activities	HS				Super Bowl	Advisor	0.0163	\$ 701.00
74	Other Activities	JH			Junior High	Art Club	Advisor	0.0069	\$ 297.00
75	Other Activities	JH			7th Grade	Cheerleading	Coach	0.0247	\$ 1,062.00
76	Other Activities	JH			8th Grade	Cheerleading	Coach	0.0247	\$ 1,062.00
77	Other Activities	JH			B-Team	Cheerleading	Coach	0.0247	\$ 1,062.00
78	Other Activities	JH			Junior High	Geography Bee	Advisor	0.0056	\$ 241.00
79	Other Activities	JH		Head	Junior High	Musical	Director	0.0364	\$ 1,565.00
80	Other Activities	JH		Assistant	Junior High	Musical	Director	0.0227	\$ 976.00
81	Other Activities	JH			Junior High	NJHS	Advisor	0.0100	\$ 430.00
82	Other Activities	JH			Junior High	Spelling Bee	Advisor	0.0055	\$ 235.00
83	Other Activities	JH			Junior High	Student Council	Advisor	0.0190	\$ 817.00
84	Other Activities	WJSHS				Accompanist		0.0069	\$ 297.00
85	Other Activities	WJSHS				Archery Club	Advisor	0.0410	\$ 1,763.00
86	Other Activities	WJSHS				Art Fair	Advisor	0.0056	\$ 241.00
87	Other Activities	WJSHS		Head		Chess Club	Advisor	0.0069	\$ 297.00

Hold rate

88	Other Activities	WJSHS	Assistant		Chess Club	Advisor	0.0034	\$ 148.00
89	Other Activities	WJSHS	Freshman	Class	Sponsor	Sponsor	0.0050	\$ 215.00
90	Other Activities	WJSHS	Freshman	Class	Sponsor	Sponsor	0.0050	\$ 215.00
91	Other Activities	WJSHS	Juniors	Class	Sponsor	Sponsor	0.0247	\$ 1,062.00
92	Other Activities	WJSHS	Juniors	Class	Sponsor	Sponsor	0.0247	\$ 1,062.00
93	Other Activities	WJSHS	Seniors	Class	Sponsor	Sponsor	0.0247	\$ 1,062.00
94	Other Activities	WJSHS	Seniors	Class	Sponsor	Sponsor	0.0247	\$ 1,062.00
95	Other Activities	WJSHS	Sophomore	Class	Sponsor	Sponsor	0.0247	\$ 1,062.00
96	Other Activities	WJSHS	Sophomore	Class	Sponsor	Sponsor	0.0247	\$ 1,062.00
97	Other Activities	WJSHS		Corporation Safety Team	Coordinator	Coordinator	0.0190	\$ 817.00
98	Other Activities	WJSHS		Dance Team	Coach	Coach	0.0272	\$ 1,170.00
99	Other Activities	WJSHS		Detention	Supervisor	Supervisor	\$ 14.70	per hour
100	Other Activities	WJSHS		Drama Club	Advisor	Advisor	0.0069	\$ 297.00
101	Other Activities	WJSHS		Entrepreneur Club	Advisor	Advisor	0.0247	\$ 1,062.00
102	Other Activities	WJSHS		FFA	Advisor	Advisor	0.041	\$ 1,763.00
103	Other Activities	WJSHS		Instrumental Concerts & Contests	Director	Director	0.0410	\$ 1,763.00
104	Other Activities	WJSHS		Jump Rope Team	Coach	Coach	0.0272	\$ 1,170.00
105	Other Activities	WJSHS		Marine Biology	Advisor	Advisor	0.0272	\$ 1,170.00
106	Other Activities	WJSHS		Media	Coordinator	Coordinator	0.0082	\$ 353.00
107	Other Activities	WJSHS		Musical Pit Band	Director	Director	0.0182	\$ 783.00
108	Other Activities	WJSHS		Pep Band	Director	Director	0.0219	\$ 942.00
109	Other Activities	WJSHS	Head	Fall	Director	Director	0.0455	\$ 1,957.00
110	Other Activities	WJSHS	Assistant	Fall	Director	Director	0.0227	\$ 976.00
111	Other Activities	WJSHS	Head	Spring	Director	Director	0.0455	\$ 1,957.00
112	Other Activities	WJSHS	Assistant	Spring	Director	Director	0.0227	\$ 976.00
113	Other Activities	WJSHS	Head	Summer	Director	Director	0.0273	\$ 1,174.00
114	Other Activities	WJSHS	Head	Winter	Director	Director	0.0455	\$ 1,957.00
115	Other Activities	WJSHS	Assistant	Winter	Director	Director	0.0227	\$ 976.00
116	Other Activities	WJSHS		SADD	Advisor	Advisor	0.0069	\$ 297.00
117	Other Activities	WJSHS		Saturday School	Supervisor	Supervisor	\$ 31.17	per hour
118	Other Activities	WJSHS		Show Choir	Director	Director	0.0272	\$ 1,170.00

119	Other Activities	WJSHS		Social Media	Coordinator	0.0082	\$ 353.00
120	Other Activities	WJSHS		Spanish Club	Advisor	0.0069	\$ 297.00
121	Other Activities	WJSHS	Head	Speech	Director	0.0980	\$ 4,214.00
122	Other Activities	WJSHS	Assistant	Speech	Director	0.0305	\$ 1,312.00
123	Other Activities	WJSHS		Summer Band	Director	0.1089	\$ 4,683.00
124	Other Activities	WJSHS		Vocal Concerts & Contests	Director	0.0410	\$ 1,763.00
125	Other Activities	WJSHS		Yearbook	Advisor	0.0247	\$ 1,062.00
126	Other Activities	WJSHS		Yearbook Photography	Advisor	0.0272	\$ 1,170.00
127	Other Activities	Elem	Girls	Basketball	Coach	0.0357	\$ 1,535.00
128	Other Activities	Elem	Boys	Basketball	Coach	0.0357	\$ 1,535.00
129	Other Activities	Elem	Girls	Basketball	Coach	0.0357	\$ 1,535.00
130	Other Activities	Elem	Boys	Basketball	Coach	0.0357	\$ 1,535.00
131	Other Activities	Elem		Camp Amigo	Supervisor	0.0028	\$ 120.00
132	Other Activities	Elem		Circus	Supervisor	0.0015	\$ 65.00
133	Other Activities	Elem	WES	Geography Bee	Advisor	0.0056	\$ 241.00
134	Other Activities	Elem	MES	Learning Fair	Advisor	0.0056	\$ 241.00
135	Other Activities	Elem	SES	Learning Fair	Advisor	0.0056	\$ 241.00
136	Other Activities	Elem	TES	Learning Fair	Advisor	0.0056	\$ 241.00
137	Other Activities	Elem	MES	Musical	Director	0.0069	\$ 297.00
138	Other Activities	Elem	SES	Musical	Director	0.0069	\$ 297.00
139	Other Activities	Elem	TES	Musical	Director	0.0069	\$ 297.00
140	Other Activities	Elem	WES	Musical	Director	0.0069	\$ 297.00
141	Other Activities	Elem	WES	Science Fair	Advisor	0.0056	\$ 241.00
142	Other Activities	Elem	MES	Social Media	Coordinator	0.0082	\$ 353.00
143	Other Activities	Elem	SES	Social Media	Coordinator	0.0082	\$ 353.00
144	Other Activities	Elem	TES	Social Media	Coordinator	0.0082	\$ 353.00
145	Other Activities	Elem	WES	Social Media	Coordinator	0.0082	\$ 353.00
146	Other Activities	Elem	MES	Spelling Bee	Advisor	0.0056	\$ 241.00
147	Other Activities	Elem	SES	Spelling Bee	Advisor	0.0056	\$ 241.00
148	Other Activities	Elem	TES	Spelling Bee	Advisor	0.0056	\$ 241.00
149	Other Activities	Elem	WES	Spelling Bee	Advisor	0.0056	\$ 241.00

150	Other Activities	Elem	Girls	6th Grade	Volleyball	Coach	0.0357	\$ 1,535.00
151	Other Activities	Elem		MES	Yearbook	Advisor	0.0069	\$ 297.00
152	Other Activities	Elem		SES	Yearbook	Advisor	0.0069	\$ 297.00
153	Other Activities	Elem		TES	Yearbook	Advisor	0.0069	\$ 297.00
154	Other Activities	Elem		WES	Yearbook	Advisor	0.0069	\$ 297.00
155	Other Activities			MES	Leadership Team (7-9 count)	Member	\$ 350.00	per member
156	Other Activities			SES	Leadership Team (7-9 count)	Member	\$ 350.00	per member
157	Other Activities			TES	Leadership Team (7-9 count)	Member	\$ 350.00	per member
158	Other Activities			WES	Leadership Team (7-9 count)	Member	\$ 350.00	per member
159	Other Activities			WJH	Leadership Team (7-9 count)	Member	\$ 350.00	per member
160	Other Activities			WSH	Leadership Team (7-9 count)	Member	\$ 350.00	per member

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