

CONTRACT BETWEEN
THE BOARD OF TRUSTEES
OF THE
WES-DEL COMMUNITY SCHOOL CORPORATION
AND THE
ACTIVE CLASSROOM TEACHERS'S ORGANIZATION
2023-2025



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Agreement

This AGREEMENT, made and entered into this 9th day of November, 2023 by and between the Board of School Trustees of the Wes-Del Community School District, hereinafter called the "Board," and the Active Classroom Teachers Organization, hereinafter called "Organization," is an agreement with respect to school employees' salary, wages, and salary and wage fringe benefits for teachers in the Wes-Del Community School District.

Term

1. The term of the AGREEMENT is from July 1, 2023, to June 30, 2025.
2. This agreement is effective from July 1, 2023, through June 30, 2025.

ARTICLE 1 – RECOGNITION

- A. Pursuant to Indiana Code 20-29, the Board of School Trustees (“Board”) hereby recognizes the Active Classroom Teachers Organization (“Organization”) as the exclusive bargaining representative for all certificated employees of the Wes-Del Community Schools excluding Superintendent, Curriculum Director, Principals, Assistant Principals (Administrative Assistants), Special Education Director, Athletic Director, Director of Guidance, Technology Director, Social Worker(s), Speech Teacher, Preschool Director/Teacher. In the event the Preschool is supported financially by the state, the Preschool Director/Teacher position may be added back to the bargaining unit.

Exclusive Representative

- A. The board hereby recognized the Active Classroom Teachers Organization as the exclusive representative of teachers in the school district.

Definitions

1. The term, “teacher,” when used in the Contract, shall refer to “all certified employees under written contract in the Wes-Del Community School District except for the Superintendent, Curriculum Director, Principals, Assistant Principals (Administrative Assistants), Special Education Director, Athletic Director, Director of Guidance, Technology Director, Social Worker(s), Speech Teacher, Preschool Director/Teacher, Early Learning Director.
2. The terms “Board” and “Organization” shall include authorized officers, representatives, and agents.
3. The term, “school district” and/or “Corporation,” when used in this Contract, shall refer to the Wes-Del Community School District of the County of Delaware of the State of Indiana.
4. The term, “Regular Teacher’s Contract,” shall refer to the official form used for the employment of teachers as prescribed by the Indiana Department of Education.\
5. The term, “Full-Time Teacher” is a teacher whose workday shall consist of the hours determined and stated in the teacher contract.
6. The term, “Part-Time Teacher” is a teacher whose workday is less than a “Full-Time Teacher,” as defined (Article 1.2.6). “Part-Time Teacher” will be entitled to all rights and benefits as defined for “Full-Time Teacher” on a pro-rated basis.

ARTICLE 2 – SALARY AND WAGE PROVISIONS

A. Salary Schedule

1. The Board and the Organization agree that salaries and wages to be affected by the agreement are accurately reflected in Appendix I and made a part of this agreement.
2. The minimum annual salary for a newly-hired full-time teacher shall be \$44,000. The base salary for newly-hired teachers shall be established by the Superintendent of Schools at an amount not to exceed the salary of a returning teacher with the same level of experience and education.
3. The Corporation shall contribute three percent (3%) of each teacher's salary to the Indiana Teacher Retirement Fund.

B. Extra-Duty Pay

1. The Board and the Organization agree that stipends for extra-duty pay to be affected by this agreement are accurately reflected in Appendix II and made a part of this agreement.
2. Any certified employee on an extended contract will receive his/her daily rate.
3. The Corporation shall contribute three percent (3%) of the extra-duty pay stipend paid to each teacher to the Indiana Teacher's Retirement Fund.

C. Payment for On-Going Criminal History Checks

1. The board shall pay the costs associated with on-going criminal history checks of currently employed teachers that are required to be conducted by the School Corporation for current employees under IC 20-26-5-10. This provision shall not apply to applicants for employment.

D. Wes-Del Community Schools Employee Pre-School Discount

1. An employee of Wes-Del Community Schools under the regular contract that would choose to enroll their dependent or grandchild into the Wes-Del Pre-School would receive a twenty percent (20%) discount.

E. Grant Stipulations

1. Stipends paid to teachers for work outside of the regular contract from grant proceeds shall be paid at the rate stipulated in the grant and not at the daily or hourly rate established by the teacher's regular contract.

ARTICLE 3 – INSURANCE

A. Medical Insurance

Upon acceptance of written application, the Board agrees to provide each teacher with a subsidy toward the purchase of health care protection.

1. Single Coverage
 - a. Effective January 1, 2023 this subsidy shall be Five Hundred Twenty-Five Dollars (\$525) per month for single coverage.
2. Family Coverage
 - a. Effective January 1, 2023 this subsidy shall be One Thousand Three Hundred Twenty-Four Dollars (\$1,324) per month for the family plan.

Plan	Effective Jan. 1, 2023	Effective Jan. 1, 2024
PPO Single	\$502	\$525
PPO Family	\$1230	\$1324
HDHP 1 Single	\$502	\$525
HDHP 1 Family	\$1230	\$1324
HDHP 2 Single	\$502	\$525
HDHP 2 Family	\$1230	\$1324

3. Each teacher who participates in a plan shall pay a minimum of two dollars (\$2.00) per month.
4. If a teacher resigns or is terminated the subsidy shall cease with the last payroll check of the contract year for a teacher who does serve through the end of the school year.

B. Life Insurance

1. Upon acceptance of written application, the Board agrees to make available a Fifty Thousand Dollar (\$50,000) term life insurance policy with the provision that the employee contribute the sum of Four Dollars 50/100 (\$4.50) per month, and the Board will provide the necessary subsidy to complete the premium due.

C. Long-Term Disability Insurance

1. Upon acceptance of written application, the Board agrees to make available a long-term disability insurance policy with the provision that the employee contribute the sum of Two Dollars (\$2.00) per month, and the Board will provide the necessary subsidy to complete the premium due.

ARTICLE 4 – RETIREMENT BENEFITS

A. Retirement Savings 401(a) Plan

1. The Board has made a one-time contribution in an amount not to exceed \$660,000 to fund the actuarially determined cost of retirement benefits accrued by current teachers and administrators in the school corporation and to buy out accumulated sick leave payable upon retirement to current teacher under prior master contracts. Eligibility under the prior master contracts occurs upon a teacher attaining the age of fifty-five (55) years, who has taught a minimum of fifteen (15) years in this corporation, and whose permanent retirement has been evidenced by application to the Indiana State Teachers Retirement Fund. The retiring teacher shall notify the Board, in writing, of the intent to retire no later than July 1 preceding the last year of service. The Board may waive the notice for good cause. Payment shall be made as soon as feasible following the last day of service. Thereafter, retirement benefits for teachers shall be available under a replacement plan as follows:
2. The Board shall contribute on a dollar-for-dollar matching basis up to two and one-half percent (2.5%) of a teacher's base salary. (The matching contribution does not include extracurricular, extra duty, extended or supplemental contracts or one-time bonuses or stipends) into an IRCS 401(a) plan administered by the Board equal to the contribution made by the teacher into the teacher's individual IRCS 403(b) account.
 - a. A teacher must contribute at least one percent (1.0%) in order to receive the Board's match.
 - b. A teacher may elect a contribution expressed as either a percentage or a dollar amount. If a percentage is elected, it shall be in increments of 0.125%.
 - c. The IRCS 401(a) plan vendor shall be selected by the Board after consultation with the Organization.
 - d. The teacher shall select the provider for his or her own IRCS 403(b) account. The teacher may elect to begin a 403(b) account and/or change salary reduction amounts at the beginning of the second semester provided he or she has given written notice to the corporation treasurer at least thirty calendar (30) days prior to the beginning of the second semester. The matching contribution shall be paid at the end of every month except the month of August contribution which will be paid with the September contribution.
3. Vesting in the IRCS 401(a) plan shall be as follows:

• 0-1 year of service	0%
• 2 years of service and upon signing 3 rd year contract	20%
• 3 years of service and upon signing 4 th year contract	40%
• 4 years of service and upon signing 5 th year contract	60%
• 5 years of service and upon signing 6 th year contract	100%
• Years of service with the school corporation prior to the 2003-2004 school year shall be counted toward vesting. All forfeitures prior to 100% vesting shall be a credit against future Board contributions.	

B. Corporation Paid Teachers' Retirement Fund

1. The Corporation shall contribute three percent (3%) of each teacher's salary to the Indiana Teacher Retirement Fund.

ARTICLE 5 – LEAVE

A. Paid Leave Days

1. Each full-time teacher employed under the regular contract shall be entitled to be absent from work on account of a teacher's personal illness and medical needs, or the illness or medical needs of a teacher's spouse, children, parents, spouse's parents or any persons who reside in the teacher's household, and for personal business that cannot be transacted outside the regular school day.
2. Paid leave days shall be credited annually to each teacher as follows:
 - a. Fourteen (14) days shall be provided the first day of employment in the corporation;
 - b. Twelve (12) days shall be added to the unused balance of each teacher's sick leave each year until an accrued total of not more than one hundred thirty-five (135) days of sick leave have been accumulated.
 - c. Once a teacher has accumulated a capped total of one hundred thirty-five (135) sick leave days, the remaining unused balance, on each successive year of receiving twelve (12) paid days, will be distributed as follows:
 - i. The amount of four (4) unused sick leave days shall be deposited into the teacher's 403b retirement account at the rate of one hundred dollars (\$100) per sick leave day with the remaining unused balance of sick leave days being placed into the sick leave bank. All the above-mentioned unused balance of sick leave days deposits shall take effect before September 30th of the following academic school year.

B. Use of Paid Leave Days

1. Use of paid leave days shall neither immediately precede nor immediately follow a school recess or vacation period which results in the extension of such period, except in case of sudden illness or other unplanned emergency, which use must be approved by the superintendent in his/her sole discretion. The teacher requesting such use of a leave day has the burden of providing documentation to support the request.
2. Teachers who have accumulated more than one hundred fifteen (115) days of sick leave before the beginning of the 2003-2004 school year shall have such days grandfathered and shall be entitled to accumulate up to that number of days so long as they are employed in the school corporation.
3. Paid leave days shall be accumulated as sick leave from year to year up to the one hundred thirty-five (135) days. Accumulated days may be used only after the annual allotment has been depleted then only for the purpose of;
 - a. Teacher's personal illness and medical needs;
 - b. The illness or medical needs of a teacher's spouse, children, parent's, spouse's parents or any persons who reside in the teacher's household.
4. No more than thirty (30) sick leave days may be used by a teacher in any school year for family illness, provided the limitation may be waived by the superintendent to allow the use of additional days in exceptional circumstances.

C. Professional Leave

1. Professional days as recommended by the building principal and approved by the superintendent may be granted to any teacher for the purpose of attending conferences of an educational nature.

D. Association Days

1. A maximum of twelve (12) days each school year may be used to conduct Association business. Any one teacher may be granted a maximum of three (3) days for Association business leave.
2. Association days may be taken in half-day increments. A use of a full day may be granted by the superintendent, if the association president submits a request in writing to the superintendent.
3. To initiate the use of Association business leave day(s), the President of the Association shall give the superintendent and the building principal, so affected, written notification listing the teacher(s) participating and the date(s) of participation.
4. Expenses relating to the first three (3) days used shall be the responsibility of the corporation. All other expenses incurred shall be the responsibility of the Association. A statement itemizing the cost to the corporation (including the compensation of substitute teachers) shall be submitted to the Association prior to the beginning of the following school year.
5. The Association shall remit the amount to the Board treasurer in a timely fashion.
6. If an administrator requests a teacher to be absent for purposes defined in this section, said absence shall not be charged against Association business leave nor reimbursement required.

E. Jury Duty

1. When a teacher is absent from work due to court mandates, including jury duty, they will be paid the difference between their daily wage and the per diem granted from the court.
2. Any travel expense paid for court service shall be retained by the teacher.
3. To facilitate this payment of the teacher's daily rate for court and jury duty time, the teacher will be paid as regular school corporation pay and the teacher will reimburse the school corporation the court/jury duty daily wage.

F. Bereavement Leave

1. Each teacher shall be entitled to be absent for death in the immediate family for a period extending not more than five (5) contract days beyond such death without loss of compensation.
2. Under extenuating circumstances, the Superintendent may authorize that such leave be taken at a later time.
3. Immediate family shall be defined as: spouse, children, foster child, adoptive child, step child, brother, sister, step brother, step sister, parents, step parents, foster parents, mother-in-law, father-in-law, brothers-in-law, sisters-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandchild or any person living in the same household with the teacher on a permanent basis.

4. The teacher shall determine if those days begin on the day of the death or the day immediately following the death, as may fit the individual teacher's circumstances.
5. In the event that all death leave days are not taken for an immediate family member at the time of death, one (1) day may be used for transaction of business related to the death so long as it is taken within the same school year. The death of aunts, uncles, nieces, nephews, and great grandparents will be a two (2) contract day leave.

G. Maternity Leave

1. Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires if she is able to fulfill the requirements of her position.
2. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and the following:
 - a. Any teacher who is pregnant is entitled to a leave of absence anytime between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the superintendent of the school corporation in which she teaches at least thirty (30) days before the date on which she desires to start her leave.
 - b. She shall also 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.
 - c. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.
 - d. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to subsection (1) of this section. This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure, and seniority rights.

H. Paternity Leave

1. A teacher may take up to eight (8) days leave upon the birth or adoption of his/her child. This leave shall be charged to his available sick or personal business leave days.
2. Upon the exhaustion of such leave, the rest of said leave may be taken without pay.

I. Educational Sabbatical Leave

1. Upon recommendation of the Superintendent, the Board may grant an educational sabbatical leave of absence to a teacher for the period of one (1) year without pay or benefits for the purpose of advanced professional study under the following conditions:
 - a. The teacher must have been employed by Wes-Del Community Schools for at least five (5) consecutive years prior to such leave.
 - b. The purpose of the leave must be educational in nature and must be beneficial to the teacher's professional goals and the school corporation's interests.
 - c. The teacher shall present to the Superintendent a written request for a leave of absence, giving a comprehensive statement of intended plans and purposes for

such leave, including a description of how the leave will benefit the school corporation.

- d. The teacher will be required to sign a commitment to return to work for Wes-Del Community Schools for at least two (2) years following completion of the leave. The Superintendent will attempt to place a teacher returning from leave to the position held before the leave, a substantially equivalent position, or a preferred open position.
- e. Teachers enrolled in the school corporation's group insurance program and who are on Board approved sabbatical leave, may continue enrollment in the insurance program by prepaying the premiums to the corporation prior to the billing date.
- f. The school corporation and Board shall not be responsible for any lapse of insurance coverage due to the failure of a teacher to make payments prior the billing date.
- g. A teacher on an approved educational sabbatical leave will earn one (1) year of teaching experience.

ARTICLE 6 – SICK BANK LEAVE

A voluntary sick leave bank shall be established for the benefit of all certified staff and administrators who elect to join the sick leave bank. The sick leave bank shall be used for the purpose of providing a bank of days upon which a member of the sick leave bank may draw in case of catastrophic medical event of the employee or a member of their immediate family of the member. The sick leave bank is not designed to give unlimited sick leave.

1. The following rules govern the operation of the sick leave bank:
 - a. Membership in the sick leave bank shall be voluntary for all certified staff and administrators and shall continue from school year to school year unless the member resigns from the sick leave bank or leaves the employ of the school corporation.
 - b. The annual enrollment period of accepting voluntary membership in the sick leave bank shall be the first ten (10) calendar days of the school year or the first ten (10) calendar days after the member's first employment date.
 - c. Those certified staff and administrators electing to become a member of the sick leave bank must remain a member for the entire year. A member of the sick leave bank ceases to be a member upon his/her termination of employment with the corporation or receipt of written notice of withdrawal by May 15 of the preceding year.
 - d. Unused days in the bank shall carry forward from year to year. If the total accumulated days in the bank fall below fifty (50) days, each member of the bank shall be asked to donate one (1) additional sick leave day. If a member refuses to donate the additional days, they will be ineligible for sick leave bank days.
 - e. Each new member of the bank shall contribute two days of his/her accumulated sick leave days to the bank. Membership in the bank program shall be open to all certified school employees and administrators. Each member will be assessed an additional one (1) day until the accumulated sick bank initially totals seventy-five (75) days. A member shall be defined as a certificated school employee or administrator who has made contribution of two sick leave days to the bank at the time of enrollment.
 - f. Sick leave days donated to the bank by a member are considered a permanent contribution to the bank and may not be withdrawn or transferred to another school corporation.
 - g. The use of days accumulated in the sick leave bank is subject to availability. The school corporation shall not have any liability or obligation to pay sick bank leave days from the sick leave bank at any time when such leave bank has been exhausted.
 - h. Sick bank members may be granted days from the bank under the following conditions.
 - i. The employee must be an active participant of the bank.
 - ii. The employee must be absent from work at least ten (10) consecutive working days.
 - iii. The bank may be used only of catastrophic medical events of the employee or the employee's immediate family. A catastrophic medical

event is a severe illness or condition that require an employee's absence from work for a prolonged period of time and which results in a substantial loss of income to the employee because of the exhaustion of paid leave and personal leave days. Immediate family is defined in the Bereavement Leave provision in the Agreement.

- iv. All paid leave and personal leave days accumulated by the member have been exhausted.
- v. A member of the sick leave bank may draw a maximum of thirty-five (35) days from the sick leave bank during any one school year.
- vi. Sick leave days from the bank may not be used during summer school employment.
- vii. The recipient of sick bank leave days shall repay the bank the borrowed days at the rate of two (2) days per year until the recipient has repaid a maximum of 10 days.
- viii. A physician's statement as to the nature of the illness or incapacity and a prognosis report for returning to work shall be provided by the member upon application to the bank, and the Superintendent may request the physician to renew such statements.
- ix. A member must file an application for benefits on the prescribed application form no later than ten (10) calendar days from the date the member becomes eligible for benefits.
- x. If the sick leave bank member is incapacitated and cannot make the application for benefits, a spouse or representative may make the application.
- xi. The sick leave bank benefits for any member will terminate upon the earlier of the following:
 - 1. When the member returns to duty.
 - 2. If abuse of the sick leave bank rules is substantiated and the employer decides to terminate the temporary bank in the best interest of all school employees.
- xii. Any retiree may donate up to ten (10) days from his/her accumulated sick leave to the bank at the time of retirement.
- xiii. The Organization shall receive a copy of the sick leave bank membership list, as soon as practicable after it is prepared.
- i. The sick leave bank committee shall oversee the bank's operation. The committee shall consist of two (3) teachers appointed by the organization and two (2) administrators designated by the Superintendent. The committee will review all applicants desiring to borrow sick days from the bank.

ARTICLE 6 – TERMS AND GENERAL PROVISIONS

A. Bargainable Issues

1. All bargainable issues have been discussed during the negotiations leading to this agreement and no additional bargaining will be conducted on any item, whether continued herein or not, during the life of this agreement. A Memorandum of Agreement or Understanding shall be used to address a particular interpretation or application of the contract, or an unanticipated circumstance, but not for renegotiations of any provision of the Contract.

B. Terms of Employment

1. Both parties agree that this agreement sets forth the terms and conditions to which each party agrees to be bound and that such agreement has been reached voluntarily without undue or unlawful coercion or force by either party.

C. Conditions of Employment

1. Terms of employment, salaries, and other conditions of employment for teachers described in this agreement shall mean the regular school year and shall specifically exclude any summer programs.

D. Payroll Deductions

1. Upon written authorization from a teacher, the Board will withhold any such amounts of money for insurance, credit unions, or other purposes mutually agreed upon by the organization and the Board, if twenty percent (20%) or more of the teachers in the corporation request to participate to withhold funds for the purpose of paying such amounts to the proper recipient. Deductions will be forwarded on the second working day after payroll unless extenuating circumstances beyond the control of the school corporation prevents it.

E. Schedule of Salary Payments

1. Payroll checks shall be issued a total of 26 times each year with the actual payday being Friday of the week when a payroll check is scheduled to be issued. If the above should be non-school days, checks will be distributed the last school day preceding this date, if feasible. During summer vacation, a teacher may elect to have his checks mailed if requested in writing. If a teacher resigns retires, or is terminated, they shall have the option of receiving the total amount of monies earned up to the date of termination or resignation in one lump sum on the last pay in June.

ARTICLE 8 – GRIEVANCE

A. GRIEVANCE PROCEDURE

1. A grievance shall be defined as alleged violation of a specific article or section of this agreement.
2. Both parties agree that it is desirable for a teacher and their principal to resolve their differences through free and informal communication. If this is not possible, the teacher/organization may file a formal grievance with the building principal, within five (5) calendar days following the incident that causes the grievance.
3. The building principal shall within seven (7) calendar days submit a written response.
4. If the grievance is not resolved at this stage, the teacher/organization may submit the grievance, in writing, within ten (10) calendar days to the superintendent who shall give the teacher/organization a hearing within fifteen (15) calendar days and shall give a decision, in writing, within five (5) calendar days following the hearing.
5. If the teacher/organization is not satisfied with the decision of the superintendent, said grievance may, within ten (10) calendar days, be submitted in writing to the Board who shall hold a hearing within twenty (20) calendar days following the hearing. The decision of the Board shall be final unless otherwise provided by law.

ARTICLE 9 – EFFECT OF COLLECTIVE BARGAINING AGREEMENT

- A. This Agreement represents the full and complete understanding and commitment between the parties hereto as to the subject matter hereof for the duration of the Agreement and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual written agreement of the parties.
- B. Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, the article, section, or clause, as the case may be, shall be automatically deleted from the Agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement.
- C. This Agreement supersedes all prior agreements which violate the terms of this Agreement as to the subject matter hereof and any customs, practices, rules, policies or precedents of the parties which are contrary to or inconsistent with the subject matter of this Agreement.
- D. Any individual contract between the Board and a member of the bargaining unit as defined in Article I shall be expressly subject to the terms and conditions of this Agreement for its duration.

Duration and Acceptance of Agreement

This agreement shall be effective as of July 1, 2023 and shall continue in effect until June 30, 2025, unless terminated at an earlier date by mutual consent of both parties.

This agreement together with all of its terms, conditions, and effects shall expire on the date indicated.

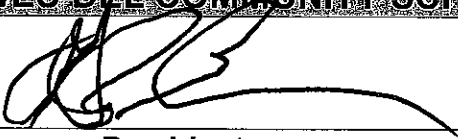
Further, the undersigned attest to the following:


A public hearing was held on September 14th, 2023 in compliance with IC 20-29-6-1(b), and electronic participation from the parties and/or public was not permitted; and

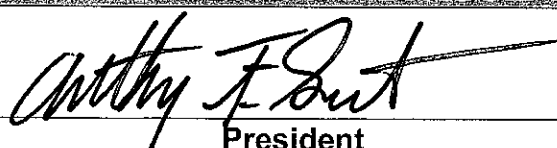
A public meeting was held on October 26th, 2023 in compliance with IC 20-29-6-19, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This agreement is signed this 9th day of November, 2022.

In Witness Whereof:

WES DEL COMMUNITY SCHOOLS BOARD OF TRUSTEES	
	
President	Secretary


Superintendent

ACTIVE CLASSROOM TEACHER'S ORGANIZATION	
	
President	Secretary

Chief Spokesperson

APPENDIX A
2023-2024 WES-DEL COMPENSATION PLAN

A. Salary Range

\$44,000 to \$68,155, not including current year increases or TRF contributions.

B. Base Salary Increases

1. Amount available for base salary increases: \$60,000
2. General Eligibility
 - a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
 - b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

C. Factors and Definitions

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
2. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
3. Possess a content area master's degree – The teacher has a master's degree in the teacher's content area as defined by the Indiana Department of Education.
4. Academic Need - To retain teachers who have 5 or more years of service to the corporation.

D. Distribution – Points awarded for each factor

Effective or Highly Effective	12 Points
Experience	2 Points
Master's Degree	6 Points

1. Points awarded for each factor
 - a. The available funds will be divided by the sum of points earned by all eligible teachers to determine the dollar value per point.
 - i. Example: $\$60,000 / 822 \text{ points} = \73 per point
 - b. Salary increase amounts are determined by multiplying each teacher's points by the dollar value per point.
 - i. Example (20 points awarded): $\$73 * 20 \text{ points} = \$1,460$
 - ii. Example (14 points awarded): $\$73 * 14 \text{ points} = \$1,022$
 - c. The maximum number of points a teacher can earn = 20 points.
 - d. The combination of education and experience account for less than 50% of the maximum available salary increase.

2. Academic Need - **The salary increase for academic need is a teacher retention catch-up.**

- a. 5-9 years of service to corporation with a salary less than \$48,000 after increase for evaluation and experience = such amount as to increase their salary to \$48,000
- b. 10-14 years of service to corporation with a salary less than \$50,000 after increase for evaluation and experience = such amount as to increase their salary to \$50,000
- c. 15-19 years of service to corporation with a salary less than \$52,000 after increase for evaluation and experience = such amount as to increase their salary to \$52,000
- d. 20-25 years of service to corporation with a salary less than \$54,000 after increase for evaluation and experience = such amount as to increase their salary to \$54,000

E. Redistribution

- 1. Because all available funds will be distributed to eligible teachers, there will be no funds remaining to redistribute.

APPENDIX B
2024-2025 WES-DEL COMPENSATION PLAN

A. Salary Range

\$44,000 to \$68,155, not including current year increases or TRF contributions.

B. Base Salary Increases

1. Amount available for base salary increases: \$50,000
2. General Eligibility
 - a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
 - b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

C. Factors and Definitions

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
2. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
3. Possess a content area master's degree – The teacher has a master's degree in the teacher's content area as defined by the Indiana Department of Education.

D. Distribution – Points awarded for each factor

Effective or Highly Effective	12 Points
Experience	2 Points
Master's Degree	6 Points

3. Points awarded for each factor
 - a. The available funds will be divided by the sum of points earned by all eligible teachers to determine the dollar value per point.
 - i. Example: $\$50,000 / 920^* \text{ points} = \54.35 per point
 - b. Salary increase amounts are determined by multiplying each teacher's points by the dollar value per point.
 - i. Example (20 points awarded): $\$54.35 * 20 \text{ points} = \1087
 - ii. Example (14 points awarded): $\$54.35 * 14 \text{ points} = \761
 - c. The maximum number of points a teacher can earn = 20 points.
 - d. The combination of education and experience account for less than 50% of the maximum available salary increase.
4. Redistribution
 - i. Because all available funds will be distributed to eligible teachers, there will be no funds remaining to redistribute.

**The 920 points is estimated based on all teachers achieving effective or highly effective on their respective evaluation. This may be adjusted once the final evaluations and eligible staff are determined at the beginning of the 2024-2025 school year.*

**APPENDIX C
EXTRA DUTY PAY SCHEDULE**

HIGH SCHOOL ACADEMICS	
Department Head English	\$500
Department Head Math	\$500
Department Head Science	\$500
Department Head Social Studies	\$500
Department Head CTE	\$500
Department Head Fine Arts	\$500
Department Head PE/Health	\$500
HIGH SCHOOL EXTRA-CURRICULAR	
Senior Class Sponsor (2)	\$564
Junior Class Sponsor (2)	\$817
Sophomore Class Sponsor (2)	\$356
Freshman Class Sponsor (2)	\$356
Publications	\$2541
Student Council	\$1328
Honor Society	\$586
Talent Show Sponsor (2)	\$420
School-to-Work	\$1910
Prom Coordinator (2)	\$500
HIGH SCHOOL DRAMA	
Drama	\$1300
Drama Club	\$800
Drama Assistant Director	\$800
Drama Assistant Music Director	\$650
Auditorium Manager	\$1500

HIGH SCHOOL MUSIC	
Band - Concert Band	\$1838
Auxiliary Band 1 - Percussion	\$525
Auxiliary Band 2 - Winter Guard	\$525
Auxiliary Band 3 - Parade	\$236
Marching Band Specialist	\$400
Auxiliary Choir 1 - Performance	\$644
HIGH SCHOOL CLUBS	
FCCLA	\$946
Spanish Club	\$523
Math/Science Club	\$681
SADD	\$490
FBLA	\$540
Art Club	\$471
Bowling Club	\$770
High School Robotics Club	\$1200
ESports Coach	\$500
MIDDLE SCHOOL CLUBS	
Esports Coach	\$500
Junior Honor Society	\$363
Student Council	\$687
Spell Bowl	\$606
Skill Bowl	\$606
Middle School Robotics Club	\$800
ELEMENTARY MUSIC	
Choir	\$644
Auxiliary Choir - Performance	\$300

ELEMENTARY CLUBS	
Art Club	\$471
Book Club	\$338
Archery Club (2)	\$450
Elementary Robotics Club (2)	\$800
Spell Bowl	\$606
Math Bowl	\$606
Student Council	\$518
Yearbook Sponsor	\$400
Talent Show (2)	\$200
ELEMENTARY ACADEMIC	
Department Head Kindergarten	\$500
Department Head 1st Grade	\$500
Department Head 2nd Grade	\$500
Department Head 3rd Grade	\$500
Department Head 4th Grade	\$500
Department Head 5th Grade	\$500
Department Head Specials	\$500
Department Head Related Services	\$500
CORPORATION	
Video/Live Stream Coordinator	\$2000
STEM/PLTW Coordinator	\$2000
HIGH SCHOOL ATHLETICS	
Weight Training Coordinator	\$2082
Girls Head Basketball Coach	\$6813
Girls Assistant Basketball Coach	\$3495

Girls Head Volleyball Coach	\$4502
Girls Assistant Volleyball Coach	\$2168
Girls Head Golf Coach	\$1917
Girls Head Softball Coach	\$3605
Girls Assistant Softball Coach	\$1731
Girls Assistant Softball Coach	\$1112
Cheerleading Head Coach	\$1998
Cheerleading Assistant Coach	\$1112
Boys Head Basketball Coach	\$6813
Boys Assistant Basketball Coach	\$3495
Boys Assistant Basketball Coach	\$2195
Boys Head Baseball Coach	\$3605
Boys Assistant Baseball Coach	\$1731
Boys Assistant Baseball Coach	\$1112
Boys Head Golf Coach	\$1917
Head Football Coach	\$6813
Assistant Football Coach (2)	\$2321
Assistant Football Coach (2)	\$1779
Head Wrestling Coach	\$4162
Assistant Wrestling Coach	\$1805
Co-Ed Cross Country Head Coach	\$3458
Co-Ed Track Head Coach	\$3675
Co-Ed Track Assistant Coach	\$1349
Co-Ed Track Assistant Coach	\$1349
MIDDLE SCHOOL ATHLETICS	
8th Grade Girls Basketball	\$1829
7th Grade Girls Basketball	\$1829

6th Grade Girls Basketball	\$1294
8th Grade Volleyball	\$1349
7th Grade Volleyball	\$1349
6th Grade Volleyball	\$1349
Cheerleading 6th,7th,8th	\$1349
MS Softball Head Coach	\$1250
8th Grade Boys Basketball	\$1829
7th Grade Boys Basketball	\$1829
6th Grade Boys Basketball	\$1294
MS Wrestling Head Coach	\$1420
MS Wrestling Assistant Coach	\$826
MS Football Head Coach	\$1272
MS Football Assistant Coach	\$1158
MS Football Assistant Coach	\$1006
MS Baseball Coach 6th,7th,8th	\$1250
Co-Ed Cross Country Head Coach	\$1216
Co-Ed Track Head Coach	\$1575
Co-Ed Track Assistant Coach	\$683
Co-Ed Golf Head Coach	\$800
ELEMENTARY ATHLETICS	
Boys Basketball	\$873
Girls Basketball	\$873