

AGREEMENT

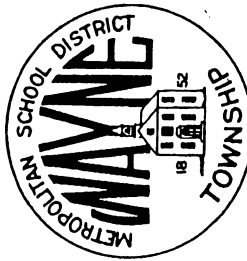
BETWEEN

WAYNE TOWNSHIP

CLASSROOM TEACHERS ASSOCIATION



AND



**METROPOLITAN SCHOOL DISTRICT
OF WAYNE TOWNSHIP**

2006 – 2009

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COLLECTIVE BARGAINING AGREEMENT

The Board of Education of the Metropolitan School District of Wayne Township, Marion, County, Indiana, the governing body of the School District, and the Wayne Township Classroom Teachers Association, the exclusive representative of the professional staff, hereby enter into an agreement for collective bargaining as defined by Ind. Code 20-29.

Professional staff represented by the exclusive representative has been established in accord with Ind. Code 20-29-5 and is on file with the Indiana Employment Relations Board. All items agreed upon by the Board of Education and the exclusive representative through the negotiating procedures shall be numbered articles to this agreement.

The Board of Education of the Metropolitan School District of Wayne Township, Marion County, Indiana, shall hereinafter be referred to as the "Board" and the Wayne Township Classroom Teachers Association shall hereinafter be referred to as the "Association."

The foregoing Collective Bargaining Agreement shall be in effect from the date of passage.

Signed this 5th day of June, 2006.



President, Board of Education



President, Wayne Township
Classroom Teachers Association



Superintendent of Schools

ARTICLE ONE

ESTABLISHMENT OF EXCLUSIVE REPRESENTATIVE

The Association has been established as the exclusive representative of the certified employees within the bargaining unit pursuant to Ind. Code 20-28-5. The bargaining unit consists of all certificated employees of the Board with the following exceptions:

Superintendent of Schools
Assistant Superintendents
Director of Career & Technical & Adult Education
Director of Curriculum
Director of Operations
Director of Personnel Services
Assistant Director of Personnel Services
Director of School and Community Services
Director of Special Services
Assistant Director of Special Services
Director of West Central Joint Services
Coordinators – West Central Joint Services
Coordinator of Adult Basic Education
Coordinator of Alternative Education
Coordinator of Student Services and Human Relations
Curriculum Coordinators
HOSTS Coordinator
Principals
Assistant Principals
Deans – High School
Special Services Coordinator – High School
Substitute Teachers

(And any other supervisor as defined in Ind. Code 20-29-2-19 or confidential employee as defined in Ind. Code 20-29-2-5, which subsequently may be created by the Board of MSD of Wayne Township.)

ARTICLE TWO

PROCEDURES FOR NEGOTIATIONS

The Board and the Association agree that the following procedures are within the intent of Ind. Code 20-29, and provide for orderliness in the bargaining process.

1. Written requests for negotiation will be submitted by representatives of the Association to the Superintendent, acting for the Board, or by the Superintendent acting for the Board to the representatives of the Association. Said request for negotiation will be submitted on or before December 1st of the school year during which the desired negotiation is to be held. A written reply to said requests will be submitted to the issuer by the recipient no later than fifteen (15) days following reception of said requests, and a mutually satisfactory time for the first meeting will be agreed upon.

Pursuant to Ind. Code 20-29-6-12, negotiation shall begin on or before one hundred eighty (180) days prior to submission of the budget by the School Corporation.

2. CONDUCTING NEGOTIATIONS

- a. Both of the negotiating parties shall submit a list of the members of their negotiation team prior to the first negotiation meeting. Each of the negotiation teams shall consist of a maximum of five members.
- b. At the initial meeting of the negotiation teams, a discussion of the rules of procedure for conducting individual negotiating sessions, including preparation of the agenda for sessions, shall be the first order of business.
- c. Pertinent records of the School Corporation which may be related to items of negotiation will be open equally to the negotiating parties. The Superintendent shall assist in the accurate interpretation of these records if needed or requested.

d. Meetings of the negotiating teams will be scheduled at a mutually satisfactory time.

- 1) Care will be taken to avoid school schedules. However, should it be necessary to meet during school hours, members of the Association negotiating team will be excused from school duties.
- 2) Relevant data, supporting information and proposals may be presented at any meeting.
- 3) No new item of negotiation shall be introduced after the fourth negotiating session of any year unless by mutual agreement of both parties. (The January dinner meeting shall be considered to be the first session.)
- 4) While negotiations are in progress, any releases prepared for the Association, the Board, the public, or the news media, must be made available to both parties twenty-four (24) hours prior to distribution.
- 5) Such negotiation sessions shall be attended by the designated negotiating members. Consultants may attend by mutual agreement of both negotiating parties.

e. The negotiating teams shall endeavor to adopt recommendations that shall be reduced to writing and submitted to the Board and the Association for approval or rejection, be signed by the parties and become a part of the official minutes of the Board.

f. In the event the negotiating parties cannot reach agreement, referral for action, as prescribed by Ind. Code 20-29-8, may be initiated by the Board or the Association.

3. IMPASSE PROCEDURES

If impasse occurs, the impasse procedures as provided in Ind. Code 20-29-8 shall apply.

4. COSTS

Agreed costs and expenses that may be incurred in securing and utilizing the services as prescribed shall be shared equally by the Board and the Association.

5. POLICY ADVISORY COUNCIL

a. The Board and Association shall recognize the Policy Advisory Council, created by Article Nine of this agreement, as a working committee of members from the administrative staff and the Association as the mechanism for discussion as required by Ind. Code 20-29-6-1&7.

b. It shall be the objective of the Policy Advisory Council to:

- improve communications between teachers and the administrators
- study and advise on non-economic matters of concern to the administration and/or the Association
- provide a forum to identify concerns and attempt to resolve conflict within the workplace (7/97)

**ARTICLE THREE
SALARY SCHEDULE
2006-2008**

BACHELOR'S DEGREE					MASTER'S DEGREE (or equivalent)			
YEARS EXP	Base Salary	Base Salary + 2%	Base + 2% + Matching Annuity	Base + 2% + Matching Annuity + TRF	Base Salary	Base Salary + 2%	Base + 2% + Matching Annuity	Base + 2% + Matching Annuity + TRF
0	\$35,130	\$35,833	\$36,008	\$37,083	\$35,494	\$36,204	\$36,381	\$37,467
1	36,265	36,990	37,172	38,281	37,002	37,742	37,927	39,059
2	37,398	38,146	38,333	39,477	38,498	39,268	39,460	40,638
3	38,822	39,598	39,793	40,981	40,287	41,093	41,294	42,527
4	40,255	41,060	41,261	42,493	42,079	42,921	43,131	44,419
5	41,679	42,513	42,721	43,996	43,875	44,753	44,972	46,314
6	43,100	43,962	44,178	45,496	45,660	46,573	46,802	48,199
7	44,533	45,424	45,646	47,009	47,455	48,404	48,641	50,093
8	45,954	46,873	47,103	48,509	49,246	50,231	50,477	51,984
9	47,378	48,326	48,562	50,012	51,036	52,057	52,312	53,874
10	48,805	49,781	50,025	51,519	52,831	53,888	54,152	55,768
11	50,229	51,234	51,485	53,022	54,620	55,712	55,986	57,657
12	51,656	52,689	52,947	54,528	56,415	57,543	57,825	59,552
13	56,979	58,119	58,403	60,147	58,203	59,367	59,658	61,439
14					59,996	61,196	61,496	63,332
15					63,251	64,516	64,832	66,768
16					66,505	67,835	68,168	70,203
17					69,756	71,151	71,500	73,634

**ARTICLE THREE
SALARY SCHEDULE
2008-2009**

BACHELOR'S DEGREE				MASTER'S DEGREE (or equivalent)			
YEARS EXP	Contract	Contract + Matching Annuity	Contract + Matching Annuity + TRF	Contract	Contract + Matching Annuity	Contract + Matching Annuity + TRF	
0	\$36,184	\$36,365	\$37,450	\$36,559	\$36,742	\$37,838	
1	37,353	37,540	38,660	38,112	38,303	39,446	
2	38,520	38,713	39,868	39,653	39,851	41,041	
3	39,987	40,187	41,386	41,496	41,703	42,948	
4	41,463	41,670	42,914	43,341	43,558	44,858	
5	42,929	43,144	44,432	45,191	45,417	46,773	
6	44,393	44,615	45,947	47,030	47,265	48,676	
7	45,869	46,098	47,474	48,879	49,123	50,589	
8	47,333	47,569	48,989	50,723	50,977	52,499	
9	48,799	49,043	50,507	52,567	52,830	54,407	
10	50,269	50,520	52,029	54,416	54,688	56,320	
11	51,736	51,995	53,547	56,259	56,540	58,228	
12	53,206	53,472	55,068	58,107	58,398	60,141	
13	58,688	58,982	60,742	59,949	60,249	62,047	
14				61,796	62,105	63,959	
15				65,149	65,474	67,429	
16				68,500	68,843	70,898	
17				71,849	72,208	74,363	

**ARTICLE FOUR
EXTRA PAY SCHEDULE
2006-2007**

	EXTRA DAYS	2006-07 CONTRACT	2006-07 CONTRACT + TRF
HIGH SCHOOL			
Department Chairperson			
(Not including Dept Chair)			
19 or more teachers		4,242	4,369
17 through 18.9		3,944	4,063
15 through 16.9		3,645	3,755
13 through 14.9		3,349	3,449
11 through 12.9		3,050	3,141
9 through 10.9		2,750	2,832
7 through 8.9		2,508	2,583
5 through 6.9		2,151	2,216
3 through 4.9		1,731	1,783
Less than 3		1,314	1,353
Intramurals/Academic Competition			
1 unit		589	606
2 units		1,175	1,210
3 units		1,756	1,809
HIGH SCHOOL			
Assistant Director of Drama		2,018	2,078
Assistant Media Specialist	5		
BDTV	30	2,419	2,492
Counselors	8		

	EXTRA DAYS	2006-07 CONTRACT	2006-07 CONTRACT + TRF
Director of Auditorium	30	2,986	3,075
Director of Drama		2,700	2,781
Guidance Chairperson	30	2,193	2,259
Head Media Specialist	10		
Keyhole		2,986	3,075
Leadership Team - 9th		2,142	2,206
Spotlight		2,986	3,075
WBDG	30	2,419	2,492
Music Department			
Band Director	30	4,379	4,510
Assistant Band Director	30	2,948	3,036
High School Vocal	20	5,443	5,606
Assistant Vocal	20	3,644	3,754
Marching Band Assistant		2,232	2,299
Orchestra (6/02)	20	3,644	3,754
Speech Department			
Director of Speech		3,834	3,949
Asst Director of Speech		1,132	1,166
Director of Debate		3,834	3,949
Asst Director of Debate		1,132	1,166
Industrial Technology			
Chairperson - Maintenance (10/01)		2,718	2,800
General Metals Maintenance		606	624
Machine Metals Maintenance		606	624
Plastics Maintenance		606	624
Power Maintenance		606	624
Woodworking Maintenance		606	624

	EXTRA DAYS	2006-07 CONTRACT	2006-07 CONTRACT +TRF
Career and Technical (05/02)			
Business Cooperative 1-15 Students	5		
Business Cooperative 16 + Students	10		
Marketing Cooperative 1-15 Students	5		
Marketing Cooperative 16 + Students	10		
Health Occupations 1-15 Students	5		
Health Occupations 16 + Students	10		
Job Placement & Co-op 1-15 Students	5		
Job Placement & Co-op 16 + Students	10		
Sp Ed Job Placement 1-15 Students	5		
Sp Ed Job Placement 16 + Students	10		
Culinary Arts & Extra Events (10/01)	6	3,025	3,116
Interscholastic Activities			
Assistant Athletic Director		9,811	10,106
Athletic Equipment Manager		4,684	4,824
Athletic Strength Coach		8,429	8,682
Athletic Trainer		12,000	12,360
Assistant Athletic Trainer		9,000	9,270
Boys Baseball Head		4,995	5,145
Boys Baseball Asst or Reserve		3,183	3,279
Boys Baseball Head - 9th		2,653	2,733
Boys Basketball Head		11,674	12,024
Boys Basketball Asst		6,691	6,892

	EXTRA DAYS	2006-07 CONTRACT	2006-07 CONTRACT +TRF
Boys Basketball Asst		6,691	6,892
Boys Basketball Head - 9th		3,746	3,859
Boys Bowling Head (10/01)		2,230	2,297
Boys Cross Country Head		4,059	4,180
Boys Cross Country Asst		2,409	2,482
Boys Football Head		11,674	12,024
Boys Football Asst Varsity		6,691	6,892
Boys Football Head - 9th		3,479	3,584
Boys Football Asst - 9th		3,189	3,284
Boys Golf Head		4,372	4,503
Boys Golf Asst		2,609	2,687
Boys Soccer Head		4,059	4,180
Boys Soccer Asst		2,409	2,482
Boys Swimming Head		5,619	5,788
Boys Swimming Asst		3,412	3,514
Boys Tennis Head		4,372	4,503
Boys Tennis Asst		2,609	2,687
Boys Tennis Head - 9th		2,230	2,297
Boys Track Head		4,995	5,145
Boys Track Asst		3,011	3,101
Boys Track Head - 9th		2,653	2,733
Boys Wrestling Head		5,308	5,467
Boys Wrestling Asst		3,211	3,307
Boys Wrestling Head - 9th		2,674	2,755
Boys Wrestling Asst - 9th		2,030	2,091
Cheer Head Coach		3,445	3,548

	EXTRA DAYS	2006-07 CONTRACT	2006-07 CONTRACT +TRF
Cheer Asst Coach - JV		2,922	3,010
Cheer Coach - 9th		2,296	2,365
Cheer Asst Coach - 9th		1,774	1,827
Girls Basketball Head		11,674	12,024
Girls Basketball Asst		6,691	6,892
Girls Basketball Head - 9th		3,746	3,859
Girls Bowling Head		2,230	2,297
Girls Cross Country Head		4,059	4,180
Girls Cross Country Asst		2,409	2,482
Girls Golf Head		4,372	4,503
Girls Golf Asst		2,609	2,687
Girls Soccer Head		4,059	4,180
Girls Soccer Asst		2,409	2,482
Girls Softball Head		4,995	5,145
Girls Softball Asst		3,183	3,279
Girls Softball Head - 9th		2,653	2,733
Girls Swimming Head		5,619	5,788
Girls Swimming Asst		3,412	3,514
Girls Tennis Head		4,372	4,503
Girls Tennis Asst		2,609	2,687
Girls Tennis Head - 9th (5/02)		2,230	2,297
Girls Track Head		4,995	5,145
Girls Track Asst		3,011	3,101
Girls Track Head - 9th		2,653	2,733
Girls Volleyball Head		5,619	5,788
Girls Volleyball Asst		3,188	3,283

	EXTRA DAYS	2006-07 CONTRACT	2006-07 CONTRACT +TRF
Girls Volleyball Head - 9th		2,452	2,526
7th/8th GRADE CENTERS			
Band	30	2,123	2,186
Choir		2,123	2,186
Drama		853	878
Drill Team		618	637
Enrollment Counselor	5		
Guidance Chairperson	10	2,193	2,259
Industrial Technology Chairperson - Maintenance (10/01)		2,719	2,801
Industrial Technology Maintenance		605	623
Leadership Team - 7th/8th		2,142	2,206
Media Specialist	10		
Orchestra (06/02)	20	2,123	2,186
Interscholastic Athletics			
Athletic Director		9,366	9,647
Boys Interscholastic Athletics			
Baseball Head - 8th		1,605	1,654
Baseball Head - 7th		1,605	1,654
Basketball Head - 8th A & B		2,900	2,987
Basketball Head - 7th A & B		2,900	2,987
Football Head - 8th		2,900	2,987
Football Asst - 8th		2,609	2,687
Football Head - 7th		2,900	2,987
Football Asst - 7th		2,609	2,687
Golf - 7th & 8th (05/02)		1,784	1,837

	EXTRA DAYS	2006-07 CONTRACT	2006-07 CONTRACT +TRF
Soccer - 7th & 8th (05/00)		1,784	1,837
Tennis Head - 8th		1,784	1,837
Tennis Head - 7th		1,784	1,837
Track Head - 8th		1,605	1,654
Track Head - 7th (05/00)		1,605	1,654
Wrestling Head - 7th & 8th		1,784	1,837
Wrestling Asst		1,562	1,608
Boys/Girls Interscholastic Athletics			
Cheerleader Coach (05/00)		2,563	2,640
Cross Country Head - 7th & 8th		1,784	1,837
Cross Country Asst - 7th & 8th		1,562	1,608
Swimming Head		1,784	1,837
Swimming Asst		1,562	1,608
Track Asst - 7th & 8th (05/00)		1,405	1,447
Girls Interscholastic Athletics			
Basketball Head - 8th A & B		2,900	2,987
Basketball Head - 7th A & B		2,900	2,987
Golf - 7th & 8th (05/02)		1,784	1,837
Soccer - 7th & 8th (05/00)		1,784	1,837
Softball Head - 8th		1,605	1,654
Softball Head - 7th		1,605	1,654
Tennis Head - 8th (05/02)		1,784	1,837
Tennis Head - 7th (05/02)		1,784	1,837
Track Head - 7th & 8th		1,605	1,654
Volleyball Head - 8th		1,784	1,837

	EXTRA DAYS	2006-07 CONTRACT	2006-07 CONTRACT +TRF
Volleyball Head - 7th		1,784	1,837
Volleyball Asst - 7th & 8th		1,588	1,636
ELEMENTARY ATHLETICS			
Boys Basketball		1,228	1,265
Girls Basketball		1,228	1,265
Cheerleader Coach		981	1,011
Media Specialist - Elementary	5		
SPECIAL ED/PSYCH DEPTS			
Special Services Consultant		2,265	2,333
Career Exp West Central	5		
Learning Disabilities Coordinator		2,265	2,333
Psychological Consultant		2,265	2,333
SPRING ARTS FESTIVAL			
Coordinator		2,536	2,612
Concession Chairperson		828	853
Music Chairperson		828	853
Art Chairperson		828	853

**ARTICLE FOUR
EXTRA PAY SCHEDULE
2007-2008**

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
HIGH SCHOOL			
Department Chairperson			
(Not including Dept Chair)			
19 or more teachers		4,327	4,457
17 through 18.9		4,023	4,144
15 through 16.9		3,718	3,829
13 through 14.9		3,416	3,518
11 through 12.9		3,111	3,204
9 through 10.9		2,805	2,889
7 through 8.9		2,558	2,635
5 through 6.9		2,194	2,260
3 through 4.9		1,766	1,819
Less than 3		1,340	1,380
Intramurals/Academic Competition			
1 unit		601	619
2 units		1,199	1,234
3 units		1,791	1,845
HIGH SCHOOL			
Assistant Director of Drama		2,058	2,120
Assistant Media Specialist	5		
BDTV	30	2,467	2,541
Counselors	8		
Director of Auditorium	30	3,046	3,137
Director of Drama		2,754	2,837
Guidance Chairperson	30	2,237	2,304
Head Media Specialist	10		

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
Keyhole		3,046	3,137
Leadership Team - 9th		2,185	2,250
Spotlight		3,046	3,137
WBDG	30	2,467	2,541
Music Department			
Band Director	30	4,467	4,601
Assistant Band Director	30	3,007	3,097
High School Vocal	20	5,552	5,718
Assistant Vocal	20	3,717	3,828
Marching Band Assistant		2,277	2,345
Orchestra (6/02)	20	3,717	3,828
Speech Department			
Director of Speech		3,911	4,028
Asst Director of Speech		1,155	1,189
Director of Debate		3,911	4,028
Asst Director of Debate		1,155	1,189
Industrial Technology			
Chairperson - Maintenance (10/01)		2,772	2,856
General Metals Maintenance		618	637
Machine Metals Maintenance		618	637
Plastics Maintenance		618	637
Power Maintenance		618	637
Woodworking Maintenance		618	637

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
Career and Technical (05/02)			
Business Cooperative 1-15 Students	5		
Business Cooperative 16 + Students	10		
Marketing Cooperative 1-15 Students	5		
Marketing Cooperative 16 + Students	10		
Health Occupations 1-15 Students	5		
Health Occupations 16 + Students	10		
Job Placement & Co-op 1-15 Students	5		
Job Placement & Co-op 16 + Students	10		
Sp Ed Job Placement 1-15 Students	5		
Sp Ed Job Placement 16 + Students	10		
Culinary Arts & Extra Events (10/01)	6	3,086	3,178
Interscholastic Activities			
Assistant Athletic Director		10,007	10,307
Athletic Equipment Manager		4,778	4,921
Athletic Strength Coach		8,598	8,856
Athletic Trainer		12,240	12,607
Assistant Athletic Trainer		9,180	9,455
Boys Baseball Head		5,095	5,248
Boys Baseball Asst or Reserve		3,247	3,344
Boys Baseball Head - 9th		2,706	2,787
Boys Basketball Head		11,907	12,265
Boys Basketball Asst		6,825	7,030

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
Boys Basketball Head - 9th		3,821	3,936
Boys Bowling Head (10/01)		2,275	2,343
Boys Cross Country Head		4,140	4,264
Boys Cross Country Asst		2,457	2,531
Boys Football Head		11,907	12,265
Boys Football Asst Varsity		6,825	7,030
Boys Football Head - 9th		3,549	3,655
Boys Football Asst - 9th		3,253	3,350
Boys Golf Head		4,459	4,593
Boys Golf Asst		2,661	2,741
Boys Soccer Head		4,140	4,264
Boys Soccer Asst		2,457	2,531
Boys Swimming Head		5,731	5,903
Boys Swimming Asst		3,480	3,585
Boys Tennis Head		4,459	4,593
Boys Tennis Asst		2,661	2,741
Boys Tennis Head - 9th		2,275	2,343
Boys Track Head		5,095	5,248
Boys Track Asst		3,071	3,163
Boys Track Head - 9th		2,706	2,787
Boys Wrestling Head		5,414	5,577
Boys Wrestling Asst		3,275	3,373
Boys Wrestling Head - 9th		2,727	2,809
Boys Wrestling Asst - 9th		2,071	2,133
Cheer Head Coach		3,514	3,619
Cheer Asst Coach - JV		2,980	3,070

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
Cheer Coach - 9th		2,342	2,412
Cheer Asst Coach - 9th		1,809	1,864
Girls Basketball Head		11,907	12,265
Girls Basketball Asst		6,825	7,030
Girls Basketball Head - 9th		3,821	3,936
Girls Bowling Head		2,275	2,343
Girls Cross Country Head		4,140	4,264
Girls Cross Country Asst		2,457	2,531
Girls Golf Head		4,459	4,593
Girls Golf Asst		2,661	2,741
Girls Soccer Head		4,140	4,264
Girls Soccer Asst		2,457	2,531
Girls Softball Head		5,095	5,248
Girls Softball Asst		3,247	3,344
Girls Softball Head - 9th		2,706	2,787
Girls Swimming Head		5,731	5,903
Girls Swimming Asst		3,480	3,585
Girls Tennis Head		4,459	4,593
Girls Tennis Asst		2,661	2,741
Girls Tennis Head - 9th (5/02)		2,275	2,343
Girls Track Head		5,095	5,248
Girls Track Asst		3,071	3,163
Girls Track Head - 9th		2,706	2,787
Girls Volleyball Head		5,731	5,903
Girls Volleyball Asst		3,252	3,349
Girls Volleyball Head - 9th		2,501	2,576

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
7th/8th GRADE CENTERS			
Band	30	2,165	2,230
Choir		2,165	2,230
Drama		870	896
Drill Team		630	649
Enrollment Counselor	5		
Guidance Chairperson	10	2,237	2,304
Industrial Technology Chairperson - Maintenance (10/01)		2,773	2,857
Industrial Technology Maintenance		617	636
Leadership Team - 7th/8th		2,185	2,250
Media Specialist Orchestra (06/02)	10		
	20	2,165	2,230
Interscholastic Athletics			
Athletic Director		9,553	9,840
Boys Interscholastic Athletics			
Baseball Head - 8th		1,637	1,686
Baseball Head - 7th		1,637	1,686
Basketball Head - 8th A & B		2,958	3,047
Basketball Head - 7th A & B		2,958	3,047
Football Head - 8th		2,958	3,047
Football Asst - 8th		2,661	2,741
Football Head - 7th		2,958	3,047
Football Asst - 7th		2,661	2,741
Golf - 7th & 8th (05/02)		1,820	1,874
Soccer - 7th & 8th (05/00)		1,820	1,874

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
Tennis Head - 8th		1,820	1,874
Tennis Head - 7th		1,820	1,874
Track Head - 8th		1,637	1,686
Track Head - 7th (05/00)		1,637	1,686
Wrestling Head - 7th & 8th		1,820	1,874
Wrestling Asst		1,593	1,641
Boys/Girls Interscholastic Athletics			
Cheerleader Coach (05/00)		2,614	2,693
Cross Country Head - 7th & 8th		1,820	1,874
Cross Country Asst - 7th & 8th		1,593	1,641
Swimming Head		1,820	1,874
Swimming Asst		1,593	1,641
Track Asst - 7th & 8th (05/00)		1,433	1,476
Girls Interscholastic Athletics			
Basketball Head - 8th A & B		2,958	3,047
Basketball Head - 7th A & B		2,958	3,047
Golf - 7th & 8th (05/02)		1,820	1,874
Soccer - 7th & 8th (05/00)		1,820	1,874
Softball Head - 8th		1,637	1,686
Softball Head - 7th		1,637	1,686
Tennis Head - 8th (05/02)		1,820	1,874
Tennis Head - 7th (05/02)		1,820	1,874
Track Head - 7th & 8th		1,637	1,686
Volleyball Head - 8th		1,820	1,874
Volleyball Head - 7th		1,820	1,874
Volleyball Asst - 7th & 8th		1,620	1,668

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
ELEMENTARY ATHLETICS			
Boys Basketball		1,253	1,290
Girls Basketball		1,253	1,290
Cheerleader Coach		1,001	1,031
Media Specialist - Elementary	5		
SPECIAL ED/PSYCH DEPTS			
Special Services Consultant		2,310	2,380
Career Exp West Central Learning Disabilities Coordinator	5	2,310	2,380
Psychological Consultant		2,310	2,380
SPRING ARTS FESTIVAL			
Coordinator		1,292	1,331
Concession Chairperson		0	0
Music Chairperson		0	0
Art Chairperson		0	0

**ARTICLE FOUR
EXTRA PAY SCHEDULE
2008-2009**

SECONDARY	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
HIGH SCHOOL			
Department Chairperson			
(Not including Dept Chair)			
19 or more teachers		4,457	4,591
17 through 18.9		4,144	4,268
15 through 16.9		3,830	3,944
13 through 14.9		3,518	3,624
11 through 12.9		3,204	3,300
9 through 10.9		2,889	2,976
7 through 8.9		2,635	2,714
5 through 6.9		2,260	2,328
3 through 4.9		1,819	1,874
Less than 3		1,380	1,422
Intramurals/Academic Competition			
1 unit		619	638
2 units		1,235	1,272
3 units		1,845	1,900
HIGH SCHOOL			
Assistant Director of Drama		2,120	2,183
Assistant Media Specialist	5		
BDTV	30	2,541	2,617
Counselors	8		
Director of Auditorium	30	3,137	3,232
Director of Drama		2,837	2,922
Guidance Chairperson	30	2,304	2,373
Head Media Specialist	10		

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
Keyhole		3,137	3,232
Leadership Team - 9th		2,251	2,318
Spotlight		3,137	3,232
WBDG	30	2,541	2,617
Music Department			
Band Director	30	4,601	4,739
Assistant Band Director	30	3,097	3,190
High School Vocal	20	5,719	5,890
Assistant Vocal	20	3,829	3,943
Marching Band Assistant		2,345	2,416
Orchestra (6/02)	20	3,829	3,943
Speech Department			
Director of Speech		4,028	4,149
Asst Director of Speech		1,190	1,225
Director of Debate		4,028	4,149
Asst Director of Debate		1,190	1,225
Industrial Technology			
Chairperson - Maintenance (10/01)		2,855	2,941
General Metals Maintenance		637	656
Machine Metals Maintenance		637	656
Plastics Maintenance		637	656
Power Maintenance		637	656
Woodworking Maintenance		637	656

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
Career and Technical (05/02)			
Business Cooperative 1-15 Students	5		
Business Cooperative 16 + Students	10		
Marketing Cooperative 1-15 Students	5		
Marketing Cooperative 16 + Students	10		
Health Occupations 1-15 Students	5		
Health Occupations 16 + Students	10		
Job Placement & Co-op 1-15 Students	5		
Job Placement & Co-op 16 + Students	10		
Sp Ed Job Placement 1-15 Students	5		
Sp Ed Job Placement 16 + Students	10		
Culinary Arts & Extra Events (10/01)	6	3,179	3,274
Interscholastic Activities			
Assistant Athletic Director		10,307	10,616
Athletic Equipment Manager		4,921	5,069
Athletic Strength Coach		12,607	12,985
Athletic Trainer		9,455	9,739
Assistant Athletic Trainer		7,872	8,108
Boys Baseball Head		5,248	5,405
Boys Baseball Asst or Reserve		3,344	3,445
Boys Baseball Head - 9th		2,787	2,871
Boys Basketball Head		12,264	12,632
Boys Basketball Asst		7,030	7,241

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
Boys Basketball Head - 9th		3,936	4,054
Boys Bowling Head (10/01)		2,343	2,414
Boys Cross Country Head		4,264	4,392
Boys Cross Country Asst		2,531	2,607
Boys Football Head		12,264	12,632
Boys Football Asst Varsity		7,030	7,241
Boys Football Head - 9th		3,655	3,765
Boys Football Asst - 9th		3,351	3,451
Boys Golf Head		4,593	4,731
Boys Golf Asst		2,741	2,823
Boys Soccer Head		4,264	4,392
Boys Soccer Asst		2,531	2,607
Boys Swimming Head		5,903	6,080
Boys Swimming Asst		3,584	3,692
Boys Tennis Head		4,593	4,731
Boys Tennis Asst		2,741	2,823
Boys Tennis Head - 9th		2,343	2,414
Boys Track Head		5,248	5,405
Boys Track Asst		3,163	3,258
Boys Track Head - 9th		2,787	2,871
Boys Wrestling Head		5,576	5,744
Boys Wrestling Asst		3,373	3,474
Boys Wrestling Head - 9th		2,809	2,893
Boys Wrestling Asst - 9th		2,133	2,197
Cheer Head Coach		3,619	3,728
Cheer Asst Coach - JV		3,069	3,161

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
Cheer Coach - 9th		2,412	2,485
Cheer Asst Coach - 9th		1,863	1,919
Girls Basketball Head		12,264	12,632
Girls Basketball Asst		7,030	7,241
Girls Basketball Head - 9th		3,936	4,054
Girls Bowling Head		2,343	2,414
Girls Cross Country Head		4,264	4,392
Girls Cross Country Asst		2,531	2,607
Girls Golf Head		4,593	4,731
Girls Golf Asst		2,741	2,823
Girls Soccer Head		4,264	4,392
Girls Soccer Asst		2,531	2,607
Girls Softball Head		5,248	5,405
Girls Softball Asst		3,344	3,445
Girls Softball Head - 9th		2,787	2,871
Girls Swimming Head		5,903	6,080
Girls Swimming Asst		3,584	3,692
Girls Tennis Head		4,593	4,731
Girls Tennis Asst		2,741	2,823
Girls Tennis Head - 9th (5/02)		2,343	2,414
Girls Track Head		5,248	5,405
Girls Track Asst		3,163	3,258
Girls Track Head - 9th		2,787	2,871
Girls Volleyball Head		5,903	6,080
Girls Volleyball Asst		3,350	3,450
Girls Volleyball Head - 9th		2,576	2,653

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
7th/8th GRADE CENTERS			
Band	30	2,230	2,297
Choir		2,230	2,297
Drama		896	923
Drill Team		649	668
Enrollment Counselor	5		
Guidance Chairperson	10	2,304	2,373
Industrial Technology Chairperson - Maintenance (10/01)		2,856	2,942
Industrial Technology Maintenance		636	655
Leadership Team - 7th/8th		2,251	2,318
Media Specialist	10		
Orchestra (06/02)	20	2,230	2,297
Interscholastic Athletics			
Athletic Director		9,840	10,135
Boys Interscholastic Athletics			
Baseball Head - 8th		1,686	1,737
Baseball Head - 7th		1,686	1,737
Basketball Head - 8th A & B		3,047	3,138
Basketball Head - 7th A & B		3,047	3,138
Football Head - 8th		3,047	3,138
Football Asst - 8th		2,741	2,823
Football Head - 7th		3,047	3,138
Football Asst - 7th		2,741	2,823
Golf - 7th & 8th (05/02)		1,875	1,931
Soccer - 7th & 8th (05/00)		1,875	1,931
Tennis Head - 8th		1,875	1,931

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
Tennis Head - 7th		1,875	1,931
Track Head - 8th		1,686	1,737
Track Head - 7th (05/00)		1,686	1,737
Wrestling Head - 7th & 8th		1,875	1,931
Wrestling Asst		1,641	1,690
Boys/Girls Interscholastic Athletics			
Cheerleader Coach (05/00)		2,692	2,773
Cross Country Head - 7th & 8th		1,875	1,931
Cross Country Asst - 7th & 8th		1,641	1,690
Swimming Head		1,875	1,931
Swimming Asst		1,641	1,690
Track Asst - 7th & 8th (05/00)		1,476	1,520
Girls Interscholastic Athletics			
Basketball Head - 8th A & B		3,047	3,138
Basketball Head - 7th A & B		3,047	3,138
Golf - 7th & 8th (05/02)		1,875	1,931
Soccer - 7th & 8th (05/00)		1,875	1,931
Softball Head - 8th		1,686	1,737
Softball Head - 7th		1,686	1,737
Tennis Head - 8th (05/02)		1,875	1,931
Tennis Head - 7th (05/02)		1,875	1,931
Track Head - 7th & 8th		1,686	1,737
Volleyball Head - 8th		1,875	1,931
Volleyball Head - 7th		1,875	1,931
Volleyball Asst - 7th & 8th		1,669	1,719

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
ELEMENTARY ATHLETICS			
Boys Basketball		1,291	1,329
Girls Basketball		1,291	1,329
Cheerleader Coach		1,031	1,062
Media Specialist - Elementary	5		
SPECIAL ED/PSYCH DEPTS			
Special Services Consultant		2,379	2,451
Career Exp West Central	5		
Learning Disabilities Coordinator		2,379	2,451
Psychological Consultant		2,379	2,451
SPRING ARTS FESTIVAL			
Coordinator		2,612	2,690
Concession Chairperson		853	878
Music Chairperson		853	878
Art Chairperson		853	878

ARTICLE FIVE
REGULATIONS
GOVERNING THE ADMINISTRATION OF THE
SALARY SCHEDULE

1. Teachers will be paid in semi-monthly payments as set out on the school calendar, with the first payday being September 1. Payday will be on Friday when paydays fall on weekends.

If a payday falls on a weekend or during a vacation, teachers will be paid on the last workday prior to the weekend or vacation with exception of winter vacation. The first pay will be on January 2 in 2007, 2008 and 2009.

If a teacher desires the remainder of his/her salary to be paid on one check on June 15, the following procedure shall be followed:

- a. Written request for this option shall be submitted to the office of the Chief Financial Officer during the period of May 1 through June 15 for the following school year. Additional persons shall be eligible to sign up during the ten (10) business days immediately following ratification of this contract.
 - b. The number of requests to be granted in a given year shall be limited to no more than eighty-five (85) certificated employees. If the number of requests exceeds the limit, acceptance shall be determined on the basis of time of receipt; that is, the earlier request would be granted.
 - c. Persons whose regular contract extends beyond June 15 are not eligible for the June 15 payout.
2. The initial experience level for placement of a candidate for employment on the salary schedule shall be established by agreement between the candidate and a representative(s) of the school corporation prior to the employment of the candidate. The initial salary placement of any employee may not exceed the employee's verifiable level of contractual experience, training, and military experience. Once established, the initial experience level placement

shall form the employee's basis for future incremental salary increases. Employees shall receive full credit for all training and experience acquired after their employment by the school corporation. (07/95)

3. In addition to the preceding schedule, teachers may receive the following incentive increments after attaining the Master's Degree according to the policies set out hereafter.

- a. One increment of \$205 will be granted for each fifteen (15) semester hours taken after the completion of the Master's Degree, with a maximum of four (4) such increments.
- b. In addition to these four (4) increments, an additional increment equal to the factor above will be paid any teacher who has attained a Doctor's Degree.
- c. In order to be eligible for these increments:
 - training must be earned in an institution which is approved by the North Central Association of Colleges and Secondary Schools or an equivalent accrediting agency
 - training may either be graduate or undergraduate, but it must be taken after completion of the Masters Degree
 - the applicant should plan to do his/her work in any one of the following areas:
 - a subject area in which the teacher now teaches, or a professional course that will improve the teacher's job performance
 - any other subject in which the teacher may have certification
 - any course closely related to the subject currently being taught by the teacher
 - additional courses in English or in a foreign language

- any teacher who desires to take such training and apply for a salary increment must present an application to the Director of Personnel Services for certification.
- in order to receive the aforementioned salary increments for any given school year, the teacher must have proof of training completed, i.e., an original letter, transcript, or other document from the university on file by September 1 or by February 1 to receive 50% of the annual salary increment. (10/01)

4. Payroll Deductions

Required:

- Federal Withholding Taxes
- State Tax
- Social Security Insurance
- Local Option Tax

Teachers may elect to have withheld:

- Board approved term life insurance
- Board approved health insurance
- Board approved dental insurance
- Long-term Disability Insurance
- Medical Flexible Spending Account
- Child Care Flexible Spending Account
- Short-term Disability Insurance
- Tax Sheltered Annuity Accounts (Any company added for participation shall be by mutual agreement of the Association and the Board)
- Other payroll deductions which may be approvable by law and are jointly acceptable by the Association and the Board

5. Teachers shall have their pay deposited directly to accounts in financial institutions which are members of the Automatic Clearing House program, effective January 2, 2001. (05/00)
6. **Matching Annuity:** Beginning in 2005-2006, teachers who contribute at least ½% of their base salary into a 403(b) account will receive ½% of their base salary contributed into a 401(a) account. The deferred salary plus interest vest when a teacher reaches five years of service in Wayne Township. Teachers who have already reached five years of service in Wayne Township by the 2005-2006 school year will be immediately vested for the matching annuity.
7. **One time payments:** Bargaining unit members will receive 2% of their base salary, excluding Extra Pay Schedule amounts, in a separate check on December 15, 2006 and December 14, 2007 provided they are a Wayne Township employee on December 1 of the respective year.

ARTICLE SIX

FRINGE BENEFITS

1. HEALTH & HOSPITALIZATION INSURANCE

The Board shall provide an annual mutually agreed upon health and hospitalization insurance plan and contribute toward the monthly premiums of the various plans as established at the policy anniversary date. The Board's contribution per month for the year will be the lesser of the following percentages or dollar amounts:

	%	12/15/06	12/14/07	12/15/08
Single	99%	\$269.31	\$282.78	\$296.92
Employee & children	75%	\$573.44	\$602.11	\$632.21
Employee & Spouse	75%	\$596.13	\$625.93	\$657.23
Employee & Spouse (2 Emp.)	99%	\$789.80	\$829.29	\$870.75
Family	75%	\$776.35	\$815.17	\$855.92
Family (2 Emp.)	99%	\$958.59	\$1,006.52	\$1,056.84

Part-time personnel shall receive a pro rata share of the above.

A teacher who terminates employment by retiring from teaching in Indiana shall be eligible to remain in the group health insurance plan provided:

- the teacher has reached the age of 50 years and has fifteen (15) or more years of service in Wayne Township, and
- the full cost of the premium shall be paid by the teacher in semi-annual installments. (07/95)

If retirement is begun for medical reasons, the Superintendent of Schools may reduce the minimum age for eligibility.

2. GROUP TERM LIFE

The Board shall provide, on a fully paid basis, except for one dollar, a group term life insurance policy for all teachers of the MSD of Wayne Township in the amount of \$50,000. (07/97)

This program will provide the minimum death benefit, double indemnity and dismemberment, and a waiver of premium for disability. The normal range of settlement options should be included in the contract.

Part-time teachers shall be eligible for the full amount of insurance although the Board will furnish only a pro rata share of the premiums.

Teachers may purchase additional units of group term life through payroll deductions. The Board shall not pay any portion of the premium for these additional units.

3. DENTAL INSURANCE

The Board shall provide a mutually approved program of dental insurance and shall contribute toward the monthly premiums. The Board's contribution per month shall be the lesser of the designated amount or the amount of the single premium less fifty cents.

2006-2007- \$10.45
2007-2008- \$10.45
2008-2009 - \$10.45

Part-time teachers shall receive a pro rata share of the above.

4. RETIREMENT BENEFITS

- a. **Matching Annuity Plan – For teachers hired in Wayne Township on or after July 1, 2003 and Wayne Township teachers with less than six (6) years of total teaching experience on June 2, 2003:**

As a replacement for Sections 5, 6, and 7 of this Article, for Wayne Township teachers with less than six (6) total years of “creditable service” as defined by the Indiana State Teachers’

Retirement Fund on June 2, 2003, and for teachers hired in Wayne Township on or after July 1, 2003, the Board shall match dollar for dollar the teacher's contribution made during the school year to the 403(b) plan offered by the Board in the amounts of \$510 per year in 2006-2007, 2007-2008 and 2008-2009. A teacher shall be immediately vested in the teacher's contributions to the 403(b) plan, but the Board's matching contributions shall not vest until and unless the teacher retires from the MSD of Wayne Township under circumstances qualifying the teacher for early or full retirement pursuant to the rules of the Indiana State Teachers' Retirement Fund, as those rules may be amended from time to time.

b. Matching Annuity Plan – For Wayne Township teachers with at least six (6) but less than ten (10) years of total teaching experience on June 2, 2003:

As a replacement for Sections 5, 6, and 7 of this Article, for Wayne Township teachers with at least six (6) but less than ten (10) total years of "creditable service" as defined by the Indiana State Teachers' Retirement Fund on June 2, 2003, the Board shall match dollar for dollar the teacher's contribution made during the school year to the 403(b) plan offered by the Board in the amounts of \$750 per year in 2006-2007, 2007-2008 and 2008-2009. A teacher shall be immediately vested in the teacher's contributions to the 403(b) plan, but the Board's matching contributions shall not vest until and unless the teacher retires from the MSD of Wayne Township under circumstances qualifying the teacher for early or full retirement pursuant to the rules of the Indiana State Teachers' Retirement Fund, as those rules may be amended from time to time.

c. Matching Annuity Plan – For Wayne Township teachers with at least ten (10) but less than fifteen (15) years of total teaching experience on June 2, 2003:

As a replacement for Sections 5, 6, and 7 of this Article, for Wayne Township teachers with at least ten (10) but less than fifteen (15) total years of "creditable service" as defined by the

Indiana State Teachers' Retirement Fund on June 2, 2003, the Board shall match dollar for dollar the teacher's contribution made during the school year to the 403(b) plan offered by the Board in the amounts of \$1,020 per year in 2006-2007, 2007-2008 and 2008-2009. A teacher shall be immediately vested in the teacher's contributions to the 403(b) plan, but the Board's matching contributions shall not vest until and unless the teacher retires from the MSD of Wayne Township under circumstances qualifying the teacher for early or full retirement pursuant to the rules of the Indiana State Teachers' Retirement Fund, as those rules may be amended from time to time.

d. Matching Annuity Plan – General Provisions

1. For purposes of this Article, a teacher's "total Years of teaching experience" means the total years of teaching experience recognized by Indiana State Teachers' Retirement Fund for retirement purposes.
2. Teacher contributions to the teacher's 403(b) account shall be made each pay day. If a teacher contributes the full amount required by this Article based upon the teacher's total years of teaching experience to a 403(b) account, the Board will match the teacher's contribution to the teacher's 403(b) account with a matching contribution to a 401(a) account for the teacher. Unless the teacher contributes the full negotiated amount required by this Article, no matching contribution will be made by the Board. Failure by the teacher to contribute the full amount into a 403(b) account during a school year will result in forfeiture of any 401(a) contributions made for that year.
3. In order to qualify for the Board's matching contribution to a teacher's 401(a) account, a part-time teacher shall be required to make the same 403(b) account contribution required of a full time teacher.
4. Board contributions made into a 401(a) account shall remain with the district if a teacher leaves employment prior to

retirement from the MSD of Wayne Township. If the teacher is rehired, he/she will be considered the same as a new teacher for purposes of the Matching Annuity Plan.

5. The Board's matching contribution to a teacher's 401(a) account shall not vest unless the teacher is employed by the Board at the time that the teacher dies or retires from teaching and qualifies for early or full retirement benefits from the Indiana State Teachers' Retirement Fund. If a teacher dies while employed by the Board, the teacher's vested account balance shall be paid to the teacher's beneficiary listed with the 401(a) Plan.

6. In the event of a Total and Permanent Disability before retirement, the Participant shall be entitled to the balance in the Participant's account. If at any time a teacher is forced to retire as a result of some unforeseen reason, the Superintendent of Schools may authorize payment of the Board's contributions into the 401(a) account to the retiring teacher.

7. As used in this Agreement, "retire" or "retirement" means to leave employment in public education in the State of Indiana at the completion of a school year under conditions qualifying for retirement under Rules 7 & 8 of the Indiana State Teachers' Retirement Fund.

e. Traditional Plan – For Wayne Township teachers with 15 years or more of total teaching experience on June 2, 2003:

Effective July 1, 2003, Section 5 of this Article (Retirement Longevity Pay), Section 6 of this Article (Retirement Severance Pay), and Section 7 of this Article (Additional Retirement Incentives) as modified in the 2002-2003 Agreement shall only apply to teachers who were employed as a teacher in Wayne Township on June 2, 2003 and had fifteen (15) years or more total years of "creditable service". Creditable service shall be equal to verified years of service credit recognized for salary purposes according to the record held in the Personnel Office of

MSD of Wayne Township or Indiana State Teachers' Retirement Fund, whichever is greater.

5. RETIREMENT LONGEVITY PAY

As used in this Agreement, "retire" or "retirement" means to leave employment in public education in the State of Indiana under conditions qualifying for retirement benefits under Rules 7 & 8 of the Indiana State Teachers' Retirement Fund. (550 Indiana Administrative Code 2-7 and 2-8.)

Factors hereafter stated shall constitute the retirement longevity pay program of the MSD of Wayne Township, and shall be counted as part of the cost of any salary agreement between the Board and the Association.

Retirement longevity pay will be granted to teachers who:

- are at least age fifty (50) with fifteen (15) years of service, or age sixty-five (65) with ten (10) years of service;
- have had five (5) years of teaching service in the MSD of Wayne Township; and
- are retiring from teaching in Indiana.

A teacher intending to retire at the close of a school year must submit his/her resignation prior to April 15 of that school year in order to receive payment for retirement longevity pay and retirement severance pay on or before the second payday in June. Any teacher who declares an intention to retire after the above deadline will receive payment for retirement longevity pay and retirement severance pay no later than the August 15th paycheck

The contract in the teacher's final school year of employment prior to retirement will include the regular annual salary due the retiree, plus the retirement longevity pay allowance payable in accord with an established formula for determining said allowance. The sum of these balances will constitute the amount of the final contract and will be payable in equal installments for the balance of the pay periods remaining for the contract period.

When the teacher has declared his/her intent to retire, no reverse decision regarding retirement longevity pay will be allowed after payments have been started.

The following formula will be used for determining the individual retirement longevity pay allowance and is not retroactive:

- creditable service years for teaching experience outside Wayne Township (Creditable service years shall be equal to verified years of service credit recognized for salary purposes according to the record held in the Personnel Office of MSD of Wayne Township or Indiana Teachers' Retirement Fund whichever is greater), times \$40 per year. (07/97)
- the Wayne Township service years times \$200.00 per year. (07/97)

In the event a teacher is unable to give required notice of retirement and is forced to retire as a result of an accident, ill health, or some unforeseen reason, the Superintendent of Schools is authorized to waive the required notice and pay the retirement longevity pay allowance in a lump sum as soon as sufficient cash and appropriation balances are available. Retirement longevity pay will be granted to teachers who are compelled to terminate their services before age fifty (50) for reasons of disability. "Disability" means an inability to perform the essential functions of the teacher's position with reasonable accommodation.

6. RETIREMENT SEVERANCE PAY

Those teachers eligible to receive teacher retirement longevity pay pursuant to Section 5 above will also receive retirement severance pay. A teacher's retirement severance pay will be computed upon the following formula:

- The amount equal to fifty dollars (\$50) multiplied times the number of unused sick days on record with the School Corporation at the time of retirement. (07/97)

This retirement severance pay is computed upon a formula utilizing

the number of accumulated sick leave days, however, retirement severance pay is not and shall not be interpreted nor construed as pay for unused sick leave days, nor is it the buy back of the School Corporation of the teacher's unused sick leave.

When a teacher dies while employed, the retirement longevity pay benefit and retirement severance pay shall be paid to his/her named beneficiary designated with the ISTRF if the teacher would otherwise have been eligible for the retirement longevity pay benefit as of Indiana State Teacher Retirement Fund.

7. ADDITIONAL RETIREMENT INCENTIVES

a. Eligibility Qualifications for Insurance and Additional Retirement Longevity Pay:

- 1) The teacher must be under contract or on an approved leave with MSD of Wayne Township at the time of retirement.
- 2) In the school year of retirement, the teacher must be at least fifty-five (55) years of age.
- 3) The teacher shall have accumulated at least 10 and no more than 38 years of total service both in and outside of Wayne Township with no less than ten (10) years of service in Wayne Township.
- 4) A teacher shall be eligible if he/she retires at the close of an academic year and files for his/her retirement benefit.
- 5) Up to 40 teachers may qualify per school year for additional retirement benefits provided by this section. This number excludes teachers for whom the superintendent has waived the retirement eligibility qualifications. A letter of retirement is considered an application for benefits pursuant to this section. It must be submitted no earlier than the first teacher workday and no later than **June 30** of the school year of the teacher's final year. A retirement letter shall be delivered by the applicant to the personnel office and

shall be accepted in the order received up to 40 for a school year.

Where two or more retirement letters are received on the same day and one or more would be denied due to the maximum of 40 participants per school year, retirement letters received on that same day shall be ranked accordingly:

- a) The letter from the teacher with the highest total years of teaching service in the M.S.D. of Wayne Township will be ranked first.
- b) Where two or more teachers have the same total years of Wayne Township teaching service, the letter from the teacher with the greatest total years of teaching service will be ranked first.
- c) If two or more teachers have the same total years of teaching service in Wayne Township and the same total years of service as a teacher, the retirement letters shall be further ranked by the teachers' dates of birth with the oldest teacher's retirement letter being ranked first. For the purposes of this section, "teaching service" is defined as the number of years listed on the most recent quarterly State Teacher Retirement Fund statement.

- 6) In the best interest of students, staff, parents, and community, these eligibility qualifications may be waived by the Superintendent of Schools.

b. Compensation

Any compensation provided under the provision for Retirement Longevity Pay pursuant to Article 6, Section 5, shall be increased by the percentage shown below according to total years of service both in and outside Wayne Township.

TOTAL SERVICE YEARS	PERCENTAGE
10-34	90%
35-38	85%

c. Insurance

- 1) A teacher qualifying for the additional retirement incentives provided by this section shall be eligible to remain in the Wayne health insurance plan until eligible for Medicare benefits or until the death of the teacher.
- 2) The same level of coverage, i.e., single, member/children, or member/spouse that the teacher had on the first day of the final year of employment in Wayne Township shall be provided. A retired teacher, covered by a family plan, would pay the difference in premiums between the member/spouse plan and the family plan.
- 3) The Board's contribution per month for the year will be the lesser of the following percentages or dollar amounts:

	%	1/01/07 (Effective Date)
Single	99 or	\$289.59
Member/Spouse	95 or	\$758.66

8. THE WAYNE TOWNSHIP INCOME PROTECTION PLAN

For an increase in financial security, the Wayne Township Income Protection Plan provides:

INCOME PROTECTION DAYS

Years of Service	Days Per Year	Days Accumulated
0	10	10
1	4	14
2	2	16
3	2	18
4	2	20
5	5	25
6	6	31
7	7	38
8	8	46
9	9	55
10	10	65

Rules governing the Wayne Township Income Protection Plan:

- All sick leave must be used before the Income Protection Plan goes into effect.
- At termination of sick leave, application for benefits should be made to the Superintendent of Schools.
- Following one week (5 school days) of unpaid absence, the plan goes into effect.
- Payment will be made according to the current salary schedule as it applies to the individual.
- Both parties acknowledge that the Income Protection Plan was intended to protect teachers from the financial dilemma resulting from serious and extended illness and the exhaustion of sick leave. Should evidence of misuse arise, both parties agree to reconsider the provisions of this benefit.
- Following the use of the Income Protection Plan for an extended illness, a teacher returning to active service during the same school year shall be provided a pro rata share of seven sick days, based upon the proportion of the year remaining and rounded to the nearest half day. The days provided shall be deducted from any remaining IPP days available for that school year and shall not exceed the balance of IPP days remaining.
- In the event that a teacher should experience more than one serious and extended illness certified by a licensed physician to be expected to extend beyond ten (10) consecutive calendar days within a single school year, he/she will not be expected to wait five working days without pay each time after the first such waiting period but shall be able to apply for any balance of IPP days remaining to be applied from the first day of the second or successive extended absence.

9. SICK LEAVE

Each teacher shall be entitled to be absent from school without loss

of compensation on account of illness or quarantine for a total of ten (10) days during the first school year of employment, and seven (7) days in each school year thereafter. If, in any one school year, a teacher shall be absent for such illness or quarantine less than the allotted days, the remaining days unused plus unused personal and family illness days shall be accumulated to a maximum total of two hundred ten (210) days. Once the maximum number of days has been accumulated and the teacher begins the year with the same, no additional days will be allowed. If any portion of the maximum leave is used in a school year, the teacher will receive new days at the start of the next year up to the annual maximum of seven (7). A teacher may begin the year with no more than two hundred ten (210) days. Additional days may be granted at the discretion of the Board of Education or as required by State law.

(5/00)

Sick leave may be charged in half-day (.5) or full-day (1.0) increments.

10. CATASTROPHIC ILLNESS LEAVE BANK

The purpose of the Catastrophic Illness Leave Bank is to relieve teachers from undue financial burdens as a result of an absence from work due to illness, injury, or incapacitation sufficiently severe to make the performance of their duties impossible.

- a. Any member of the bargaining unit (teacher), as defined in Article 1, shall be eligible to become a member of the Catastrophic Illness Leave Bank.
- b. A teacher may withdraw from the Catastrophic Illness Leave Bank at any time by notifying the Personnel Department in writing. However, any and all donated days lose their identity and become the property of the Catastrophic Illness Leave Bank.
- c. The Bank shall be formed by voluntary participation and voluntary donations of one (1) sick day by teachers who then become members.
- d. The Bank will have an open enrollment period for teachers to become members for thirty (30) working days following the

opening of each school year.

- e. New teachers may become members and, if so, their first contribution must be made within thirty (30) contract days following the date of employment.
- f. Teachers who have been in the school corporation may become members during the open enrollment period by paying all back assessments that would have been paid had the teacher joined the Bank when that teacher first had the opportunity to join.
- g. At such time as the Catastrophic Illness Leave Bank account falls below fifty (50) days, an obligatory assessment of one (1) sick leave day shall be made upon all current members of the Bank who have sick leave days. Teachers shall be notified prior to this assessment.
- h. The Bank shall be continuous from year-to-year.
- i. The procedure to obtain use of the Catastrophic Illness Leave Bank (hereafter called Bank) is as follows:
 - 1) Written application by the teacher or a qualified representative of the teacher, accompanied by the health care provider's certificate stating the nature and length of the disability, as well as a prognosis of the teacher's condition, shall be submitted to the Superintendent's designee.
 - 2) The applicant must be a member of the Bank.
 - 3) The Bank may be used only by the individual contributor for his or her personal illness.
 - 4) Days from the Bank may be used only for those working days that the individual contributor is contracted during the school year.
 - 5) The applicant must exhaust all available sick leave and

Income Protection Plan days.

- 6) The Superintendent's designee shall report each decision to the payroll office and the Association president.
- 7) The Superintendent's designee shall inform the teacher, or, where advisable, a qualified representative of the teacher, within ten (10) contract days of the decision. If the decision is not satisfactory to the teacher, an appeal may be made to the Catastrophic Illness Leave Bank Committee.
- j. A written appeal of the designee's decision for use of leave days from the Bank must be made within ten (10) contract days upon receipt of the designee's decision.

- 1) The appeals committee, with the Association president or his/her designee as chairperson, shall act upon the appeal within ten (10) contract days of receipt of the appeal and render a decision. This decision will be final.
- 2) The Catastrophic Illness Leave Bank Appeals Committee shall consist of the President of the Association or his/her designee, two (2) additional representatives of the Association, the Superintendent or his/her designee, and a second representative of the administration appointed by the Superintendent. A quorum of three is required for a decision. A majority vote of those present shall make the determination.

- k. The maximum number of contract days that may be granted per teacher shall be one hundred (100) days per school year. The amount paid will be 75% of the teacher's daily rate.

1. Proof of continuing disability must be provided each thirty (30) calendar days by the recipient or the recipient's qualified representative to the Superintendent's designee.

(5/00)

11. EMERGENCY LEAVE - Death in the Family

Emergency leave for death in the immediate family for a period of not more than five (5) calendar days beyond such death may be granted. The five (5) calendar days shall begin either on the day of the death or the day immediately following the death.

Immediate family is interpreted to mean: grandparents, grandchildren, father, mother, step-father, step-mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, or any relative who at the time of death is living as a member of the household of the teacher. These five days will not be deducted from accumulated sick leave. However, up to three (3) additional days, which shall be deducted from accumulated sick leave days, may be taken for this purpose provided that advanced notice is given to the principal and provided that these days are consecutive work days to those already used under this benefit.

A teacher is entitled to one day's leave with compensation in case of death of an aunt, uncle, niece, or nephew. This leave will be given on the day of the funeral and will not be charged against sick leave.

12. EMERGENCY LEAVE - Family Illness

A teacher will be granted three (3) days emergency leave annually in case of severe illness or accident in the immediate family of the teacher. The immediate family is defined as the husband, wife, child, father, mother, step-father, step-mother, father-in-law, mother-in-law, sister, brother, sister-in-law and brother-in-law. Any additional days needed for this purpose may be taken but shall be deducted from accumulated sick leave. The Income Protection Plan shall not be used for these purposes.

Unused family illness days shall be transferred to sick leave at the close of the school year.

Family illness days may be taken in half-day (.5) or full day increments.

13. PERSONAL BUSINESS LEAVE

Each teacher shall be entitled to two (2) days personal business leave for the transaction of personal business and/or the conduct of personal or civic affairs during each school year of employment. This leave shall be granted in accordance with the provision of State Law and the opinion of the Attorney General.

Each teacher must file with the Principal of the school his/her request for personal business leave. Unused personal business days shall be transferred to sick leave at the close of the school year.

14. SCHOOL ATTENDANCE FOR NON-RESIDENT CHILDREN

The children of Wayne teachers who are not residents of the MSD of Wayne Township may attend Wayne schools at a cost of sixty percent (60%) of the current tuition rate being charged other non-residents. The enrollment of such children shall be subject to existing Board policy and administrative practices.

15. FLEXIBLE FRINGE BENEFIT PLAN

Section 125 of the Internal Revenue Code allows an employee to pay the employee's share of health and dental premiums with before-tax dollars, thereby reducing tax deductions on the money paid for insurance benefits. Teachers may participate in the Flexible Fringe Benefit Plan as long as such is provided for by law or IRS rules.

16. TEACHERS' RETIREMENT FUND

The Board shall pay the teachers' share of the Indiana State Teachers' Retirement Fund (3%) beginning September 1, 1992.

17. ANNUITY PAYMENTS

The Board of Education shall remit annuity payments to each approved company two times per month

18. COMPENSATION FOR COVERING CLASSES

In consideration for teachers covering classes for other teachers when no substitutes are available, the Board of Education will contribute 50 days annually to the Catastrophic Illness Leave Bank.
(7/97)

19. PAID HOLIDAYS

Teachers are paid for seven holidays during the contract year. (06/02)

ARTICLE SEVEN

MISCELLANEOUS PROVISIONS

1. TEACHER CONTRACT CHANGE

Teachers whose degree status changes from Bachelor's to Master's Degree must present an original letter, a transcript, or a diploma from the university to the Personnel Office on or before September 1 in order to receive 100% of the differential between the two schedules. A teacher who verifies receipt of his/her Masters Degree after September 1 and prior to February 1 shall receive 50% of the differential in his/her last twelve paychecks. It shall be the teacher's responsibility to establish his/her own eligibility.

Teachers who fail to establish eligibility by February 1 must wait until the next school year for a contract that recognizes their new degree status.

2. USE OF SCHOOL OFFICE EQUIPMENT

The Association shall be allowed to use school office equipment. Arrangement for such use shall be made with the building principal.

3. MAKE-UP DAYS

Scheduled student free days when teachers are present may be used to make up any student days required by state regulation. Scheduling of these days shall be at the discretion of the Superintendent of Schools and the WTCTA President. If a difference of opinion results, the Superintendent shall make the final decision.

4. LIABILITY INSURANCE

Each teacher is covered by the school corporation's liability insurance during the proper conduct of school corporation business.

5. DAYS AND HOURS

The length of the regular workday shall not exceed seven (7) hours and fifty-five (55) minutes. The regular school year shall consist of 195 paid days. (06/02)

The parties recognize that teachers are professionals and may need to be available outside the workday in order to fulfill their professional responsibilities. Activities such as faculty meetings, conferences, or any other duties traditionally performed outside regular school hours according to past practice may not fit into the teachers' regular workday.

Administrators shall exercise reasonable care in scheduling such professional responsibilities, being sensitive to the teachers' personal needs in such a way as to promote efficient utilization of teachers' time.

Meetings, except those of voluntary nature and those required by Policy GCL, will be limited to the contracted days. They shall be held contiguous to the school day when practical.

Faculty meetings are to be scheduled by the principal in advance unless the subject is urgent. Such meetings will not be conducted for the sole purpose of issuing instructions that could be handled through written communication.

6. SEVERABILITY

If any provision of this Agreement or any application of this Agreement is held contrary to law, then the illegal provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. (7/95)

ARTICLE EIGHT

GRIEVANCE PROCEDURE

DEFINITION: A grievance is defined as a complaint by a bargaining unit member that there has been an alleged violation, misinterpretation, or misapplication of specific provisions of the Board's policies.

PROCEDURE: A grievance shall be processed as follows:

Step 1 Within thirty (30) calendar days of the occurrence of a grievance, the grievant will request a meeting with the administrator. Within seven (7) calendar days of the request, the grievant will meet with the administrator to discuss the problem and attempt to work out a solution with him/her.

Step 2 If no solution is reached within fourteen (14) calendar days after the meeting, the grievance will be reported in writing by the grievant to the appropriate Assistant Superintendent. The written report of the grievances will:

- a. Name the grievant and other individuals involved
- b. State the facts
- c. Identify the specific provisions of this Board of Education policy alleged to have been violated, misinterpreted, or misapplied
- d. State the relief requested.

Within fourteen (14) calendar days after receiving the written report, the Assistant Superintendent will discuss the grievance with the grievant, investigate further, and/or bring all knowledgeable parties together in an effort to arrive at a solution. The Assistant Superintendent will write a report that recommends a resolution of the grievance. This report will be provided

to the grievant within fourteen (14) calendar days after meeting with the grievant.

Step 3

If the grievant does not find the resolution to be satisfactory, he/she may initiate "Step 3" by written notification to the other Assistant Superintendent within a period of fourteen (14) calendar days after receipt of the resolution. Within fourteen (14) calendar days after receipt of the written notification, the Grievance Committee shall meet to review the grievant's written report of the grievance and the Assistant Superintendent's report written in Step 2. At this meeting, the Committee will meet with the grievant and any other persons the Grievance Committee determines should be involved. The Grievance Committee will write a resolution report to the grievant within fourteen (14) calendar days after meeting with the grievant.

Step 4

If the grievant does not find the resolution to be satisfactory, he/she may initiate "Step 4" by written notification to the WTCTA president within seven (7) calendar days after receipt of the Grievance Committee's proposed resolution. Within fourteen (14) calendar days of written notification to the TA president, the grievant will meet with the Coordinating Board. This Board will consider the grievance and any information provided in the prior step, write a decision to resolve the grievance, and submit the resolution to the grievant within fourteen (14) calendar days after meeting with the grievant. Coordinating Board members may write separate reports if they cannot agree on a common resolution.

Step 5

If the grievant does not find this resolution satisfactory, he/she may initiate "Step 5" by notifying the Coordinating Board in writing within seven (7) calendar days after receiving its resolution. Within fourteen (14) calendar days after receiving the grievant's written notification, the Board of Education will hold an informal hearing on the grievance. The Board of Education may not consider any material, allegation, or

remedy that was not presented in Steps #1 through #4. The Board of Education will render its decision in writing to the grievant within seven (7) calendar days after the informal hearing.

DEFINITION OF TERMS

GRIEVANT – The grievant is a member of the bargaining unit who files a grievance.

COORDINATING BOARD – The Coordinating Board consists of the Superintendent of Schools and the President of the CTA.

GRIEVANCE COMMITTEE – The Grievance Committee consists of three teachers selected by the Executive Board of the WTCTA and three administrators appointed by the Superintendent. (5/00)

ARTICLE NINE POLICY ADVISORY COUNCIL

1. THE PURPOSES OF THE POLICY ADVISORY COUNCIL ARE:

- to improve communications between teachers and administrators for the purpose of furthering quality education
- to study and advise on non-economic matters of concern to the administration and/or the classroom teachers
- to provide a forum to identify concerns and attempt to resolve conflict within the workplace (07/97)

2. STRUCTURE

All committee and council members, except administrators, must be members of the Wayne Township Classroom Teachers Association.

First Phase:

In respective buildings, a representative sample of teachers and the principal meet the first week of each month except December to discuss educational concerns. The building Policy Advisory Council Chairman shall preside. This POLICY ADVISORY COMMITTEE functions as the first phase of the PAC. Issues discussed in this meeting should be resolved by the faculty representatives within this school. However, unresolved issues should be presented to the second phase of PAC, the Steering Committee.

Second Phase:

The STEERING COMMITTEE. The second phase of PAC prepares the agenda for the Policy Advisory Council (third phase) for consideration. Topics for the agenda are derived by two means:

- current concerns of education
- unresolved issues presented from the Policy Advisory Committee

The Steering Committee shall meet during the second week of each

month except December at which time individuals have the opportunity to appear at the Steering Committee meeting for the presentation of possible agenda items. The Steering Committee may meet in the month of December if significant issues arise.

The Steering Committee consists of:

- Representatives of the Wayne Township Classroom Teachers Association:

WTCTA President

Three WTCTA members appointed by the President

- Administration representatives:

Superintendent

Assistant Superintendents

Elementary Administrator

Secondary Administrator

Third Phase:

The POLICY ADVISORY COUNCIL meets the third Wednesday of each month except December for the consideration of the agenda that has been developed. Presiding over the Council shall be the President of the WTCTA and the Superintendent of Schools. Membership includes:

Building Chairperson

One additional representative from each junior high

Two additional representatives from the high school

Steering Committee

Other interested parties

MINUTES

The monthly minutes of PAC shall be distributed to all teachers, administrators, and Board of Education members. Minutes of the Policy Advisory Council meetings and committee reports will be compiled in the annual Policy Advisory Council yearbook. The annual yearbook is a record of discussions which occur at PAC to meet the purposes of improving communication between teachers and administrators. The minutes also furnish a source of information concerning the results of studies undertaken or advisements having been made on non-economic matters of concern. Copies of the yearbook shall be on file in the media center of each building in the school corporation.

The Policy Advisory Council has for many years studied and advised upon a variety of issues and will continue to do so. The WTCTA has been involved through PAC and a wide variety of ad hoc committees in the broad spectrum of discussables provided for in Ind. Code 20-29-6.1. Such participation is both expected and intended for the future.

2006-2009 CONTRACT AGREEMENT

Effective July 1, 2006

Stacy Lanning

President, Board of Education

6/5/06
Date

Shirley M. Benge

President, Wayne Township
Classroom Teachers Association

6/5/06
Date

James D. Johnson

Superintendent of Schools

6/5/06
Date

Larry J. Gunt

Spokesperson, WTCTA

6/5/06
Date

David Shull

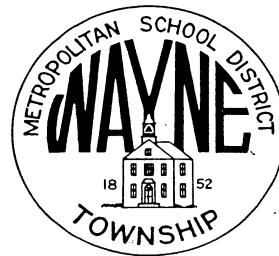
Spokesperson, Board of Education

6/5/06
Date

AGREEMENT
BETWEEN
WAYNE TOWNSHIP
CLASSROOM TEACHERS ASSOCIATION



AND



METROPOLITAN SCHOOL DISTRICT
OF WAYNE TOWNSHIP

2007 - 2010

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ARTICLE ONE

ESTABLISHMENT OF EXCLUSIVE REPRESENTATIVE

The Association has been established as the exclusive representative of the certificated employees within the bargaining unit pursuant to Ind. Code 20-28-5. The bargaining unit consists of all certificated employees of the Board with the following exceptions:

- Superintendent of Schools
- Assistant Superintendents
- Director of Career & Technical & Adult Education
- Director of Operations
- Assistant Director of Operations
- Director of Personnel Services
- Assistant Director of Personnel Services
- Director of School and Community Services
- Director of Special Services
- Assistant Directors of Special Services
- Coordinator of Adult Basic Education
- Coordinator of Alternative Education
- Coordinator of Student Services and Human Relations
- Curriculum Coordinators
- Principals
- Associate Principal – High School
- Assistant Principals
- Deans – High School
- Coordinator of Extended Day – High School
- Special Services Coordinator – High School
- Case Conference Supervisor – High School
- Guidance Director – High School
- Department Chairpersons – High School
- Substitute Teachers

(And any other supervisor as defined in Ind. Code 20-29-2-19 or confidential employee as defined in Ind. Code 20-29-2-5, which subsequently may be created by the Board of MSD of Wayne Township.)

- 5) Such negotiation sessions shall be attended by the designated negotiating members. Consultants may attend by mutual agreement of both negotiating parties.
- e. The negotiating teams shall endeavor to adopt recommendations that shall be reduced to writing and submitted to the Board and the Association for approval or rejection, be signed by the parties and become a part of the official minutes of the Board.
- f. In the event the negotiating parties cannot reach agreement, referral for action, as prescribed by Ind. Code 20-29-8, may be initiated by the Board or the Association.

3. IMPASSE PROCEDURES

If impasse occurs, the impasse procedures as provided in Ind. Code 20-29-8 shall apply.

4. COSTS

Agreed costs and expenses that may be incurred in securing and utilizing the services as prescribed shall be shared equally by the Board and the Association.

5. POLICY ADVISORY COUNCIL

- a. The Board and Association shall recognize the Policy Advisory Council, created by Article Nine of this agreement, as a working committee of members from the administrative staff and the Association as the mechanism for discussion as required by Ind. Code 20-29-6-1&7.
- b. It shall be the objective of the Policy Advisory Council to:
 - improve communications between teachers and the administrators
 - study and advise on non-economic matters of concern to the administration and/or the Association
 - provide a forum to identify concerns and attempt to resolve conflict within the workplace (7/97)

**ARTICLE THREE
SALARY SCHEDULE
2008-2009**

YEARS EXP	BACHELOR'S DEGREE			MASTER'S DEGREE (or equivalent)		
	Contract	Contract + Matching Annuity	Contract + Matching Annuity + TRF	Contract	Contract + Matching Annuity	Contract + Matching Annuity + TRF
0	\$37,996	\$38,376	\$39,516	\$38,391	\$38,774	\$39,926
1	39,225	39,617	40,794	40,021	40,421	41,622
2	40,450	40,854	42,068	41,640	42,056	43,305
3	41,990	42,410	43,670	43,574	44,010	45,317
4	43,540	43,975	45,281	45,512	45,968	47,333
5	45,080	45,531	46,883	47,455	47,930	49,353
6	46,617	47,083	48,482	49,385	49,879	51,361
7	48,167	48,648	50,093	51,327	51,840	53,380
8	49,704	50,201	51,692	53,265	53,797	55,395
9	51,244	51,756	53,294	55,200	55,752	57,408
10	52,787	53,315	54,899	57,142	57,713	59,427
11	54,328	54,871	56,501	59,077	59,668	61,440
12	55,871	56,430	58,106	61,019	61,629	63,460
13	61,628	62,245	64,093	62,952	63,582	65,470
14				64,892	65,541	67,488
15				68,412	69,096	71,148
16				71,932	72,651	74,809
17				75,448	76,202	78,466

**ARTICLE FOUR
EXTRA PAY SCHEDULE
2007-2008**

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
Intramurals/Academic Competition			
1 unit		613	631
2 units		1,222	1,259
3 units		1,826	1,881
HIGH SCHOOL			
BDTV	30	10,000	10,300
Counselors	8		
Director of Auditorium	30	10,000	10,300
Director of Drama		4,000	4,120
Assistant Director of Drama		2,099	2,162
Head Media Specialist	10		
Assistant Media Specialist	5		
Keyhole		3,105	3,199
Spotlight		3,105	3,199
WBDG	30	10,000	10,300
Music Department			
Band Director	30	5,000	5,150
Assistant Band Director	30	4,000	4,120
High School Vocal	20	5,661	5,831
Assistant Vocal	20	3,790	3,903
Marching Band Assistant		2,321	2,391
Orchestra (6/02)	20	3,790	3,903
Speech Department			
Director of Speech		3,987	4,107
Asst Director of Speech		1,177	1,213
Director of Debate		3,987	4,107
Asst Director of Debate		1,177	1,213
Industrial Technology			
Chairperson - Maintenance		2,827	2,912
General Metals Maintenance		630	649
Machine Metals Maintenance		630	649
Plastics Maintenance		630	649
Power Maintenance		630	649
Woodworking Maintenance		630	649

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
Boys Golf Head		4,547	4,683
Boys Golf Asst		2,713	2,795
Boys Soccer Head		4,221	4,348
Boys Soccer Asst		2,505	2,581
Boys Soccer Head - 9th		2,319	2,389
Boys Swimming Head		5,844	6,019
Boys Swimming Asst		3,548	3,655
Boys Tennis Head		4,547	4,683
Boys Tennis Asst		2,713	2,795
Boys Tennis Head - 9th		2,319	2,389
Boys Track Head		5,195	5,351
Boys Track Asst		3,131	3,225
Boys Track Head - 9th		2,759	2,842
Boys Wrestling Head		5,520	5,686
Boys Wrestling Asst		3,339	3,440
Boys Wrestling Head - 9th		2,781	2,864
Boys Wrestling Asst - 9th		2,111	2,175
Cheer Head Coach		3,583	3,690
Cheer Asst Coach - JV		3,039	3,130
Cheer Coach - 9th		2,388	2,459
Cheer Asst Coach - 9th		1,845	1,900
Girls Basketball Head		12,141	12,505
Girls Basketball Asst		6,959	7,167
Girls Basketball Head - 9th		3,896	4,013
Girls Bowling Head		2,319	2,389
Girls Cross Country Head		4,221	4,348
Girls Cross Country Asst		2,505	2,581
Girls Golf Head		4,547	4,683
Girls Golf Asst		2,713	2,795
Girls Soccer Head		4,221	4,348
Girls Soccer Asst		2,505	2,581
Girls Soccer - 9th		2,319	2,389
Girls Softball Head		5,195	5,351

	EXTRA DAYS	2007-08 CONTRACT	2007-08 CONTRACT + TRF
Basketball Head - 7th A & B		3,016	3,106
Basketball Asst - 7th A & B		2,713	2,794
Cross Country Head - 7th & 8th		1,855	1,911
Cross Country Asst - 7th & 8th		1,624	1,673
Football Head - 8th		3,016	3,106
Football Asst - 8th		2,713	2,795
Football Head - 7th		3,016	3,106
Football Asst - 7th		2,713	2,795
Golf Head - 7th & 8th (05/02)		1,855	1,911
Soccer Head - 7th & 8th (05/00)		1,855	1,911
Soccer Asst - 7th & 8th		1,624	1,673
Tennis Head - 8th		1,855	1,911
Tennis Head - 7th		1,855	1,911
Track Head - 8th		1,669	1,719
Track Head - 7th (05/00)		1,669	1,719
Wrestling Head - 7th & 8th		1,855	1,911
Wrestling Asst - 7th & 8th		1,624	1,673
Boys/Girls Interscholastic Athletics			
Cheerleader Coach (05/00)		2,666	2,745
Swimming Head		1,855	1,911
Swimming Asst		1,624	1,673
Track Asst - 7th & 8th (05/00)		1,461	1,505
Girls Interscholastic Athletics			
Basketball Head - 8th A & B		3,016	3,106
Basketball Asst - 8th A & B		2,713	2,794
Basketball Head - 7th A & B		3,016	3,106
Basketball Asst - 7th A & B		2,713	2,794
Cross Country Head - 7th & 8th		1,855	1,911
Cross Country Asst - 7th & 8th		1,624	1,673
Golf Head - 7th & 8th (05/02)		1,855	1,911
Soccer Head - 7th & 8th (05/00)		1,855	1,911
Soccer Asst - 7th & 8th		1,624	1,673
Softball Head - 8th		1,669	1,719

**ARTICLE FOUR
EXTRA PAY SCHEDULE
2008-2009**

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
Intramurals/Academic Competition			
1 unit		638	657
2 units		1,271	1,309
3 units		1,899	1,956
HIGH SCHOOL			
BDTV	30	10,400	10,712
Counselors	8		
Director of Auditorium	30	10,400	10,712
Director of Drama		4,160	4,285
Assistant Director of Drama		2,183	2,248
Head Media Specialist	10		
Assistant Media Specialist	5		
Keyhole		3,229	3,326
Spotlight		3,229	3,326
WBDG	30	10,400	10,712
Music Department			
Band Director	30	5,200	5,356
Assistant Band Director	30	4,160	4,285
High School Vocal	20	5,887	6,064
Assistant Vocal	20	3,942	4,060
Marching Band Assistant		2,414	2,486
Orchestra (6/02)	20	3,942	4,060
Speech Department			
Director of Speech		4,146	4,271
Asst Director of Speech		1,224	1,261
Director of Debate		4,146	4,271
Asst Director of Debate		1,224	1,261
Industrial Technology			
Chairperson - Maintenance		2,940	3,028
General Metals Maintenance		655	675
Machine Metals Maintenance		655	675
Plastics Maintenance		655	675
Power Maintenance		655	675
Woodworking Maintenance		655	675

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
Boys Golf Head		4,729	4,871
Boys Golf Asst		2,822	2,906
Boys Soccer Head		4,390	4,522
Boys Soccer Asst		2,605	2,683
Boys Soccer Head - 9th		2412 2,349 x	2,389
Boys Swimming Head		6,078	6,260
Boys Swimming Asst		3,690	3,801
Boys Tennis Head		4,729	4,871
Boys Tennis Asst		2,822	2,906
Boys Tennis Head - 9th		2,412 x	2,484
Boys Track Head		5,403	5,565
Boys Track Asst		3,256	3,354
Boys Track Head - 9th		2,869 x	2,955
Boys Wrestling Head		5,741	5,913
Boys Wrestling Asst		3,473	3,577
Boys Wrestling Head - 9th		2,892 x	2,979
Boys Wrestling Asst - 9th		2,195 x	2,261
Cheer Head Coach		3,726	3,838
Cheer Asst Coach - JV		3,161	3,255
Cheer Coach - 9th		2,484 x	2,558
Cheer Asst Coach - 9th		1,919 x	1,976
Girls Basketball Head		12,627	13,005
Girls Basketball Asst		7,237	7,454
Girls Basketball Head - 9th		4,052 x	4,173
Girls Bowling Head		2,412	2,484
Girls Cross Country Head		4,390	4,522
Girls Cross Country Asst		2,605	2,683
Girls Golf Head		4,729	4,871
Girls Golf Asst		2,822	2,906
Girls Soccer Head		4,390	4,522
Girls Soccer Asst		2,605	2,683
Girls Soccer - 9th		2412 2,349 x	2,389
Girls Softball Head		5,403	5,565

	EXTRA DAYS	2008-09 CONTRACT	2008-09 CONTRACT + TRF
Basketball Head - 7th A & B		3,137	3,231
Basketball Asst - 7th A & B		2,822	2,906
Cross Country Head - 7th & 8th		1,929	1,987
Cross Country Asst - 7th & 8th		1,689	1,740
Football Head - 8th		3,137	3,231
Football Asst - 8th		2,822	2,906
Football Head - 7th		3,137	3,231
Football Asst - 7th		2,822	2,906
Golf Head - 7th & 8th (05/02)		1,929	1,987
Soccer Head - 7th & 8th (05/00)		1,929	1,987
Soccer Asst - 7th & 8th		1,689	1,740
Tennis Head - 8th		1,929	1,987
Tennis Head - 7th		1,929	1,987
Track Head - 8th		1,736	1,788
Track Head - 7th (05/00)		1,736	1,788
Wrestling Head - 7th & 8th		1,929	1,987
Wrestling Asst - 7th & 8th		1,689	1,740
Boys/Girls Interscholastic Athletics			
Cheerleader Coach (05/00)		2,773	2,856
Swimming Head		1,929	1,987
Swimming Asst		1,689	1,740
Track Asst - 7th & 8th (05/00)		1,519	1,565
Girls Interscholastic Athletics			
Basketball Head - 8th A & B		3,137	3,231
Basketball Asst - 8th A & B		2,822	2,906
Basketball Head - 7th A & B		3,137	3,231
Basketball Asst - 7th A & B		2,822	2,906
Cross Country Head - 7th & 8th		1,929	1,987
Cross Country Asst - 7th & 8th		1,689	1,740
Golf Head - 7th & 8th (05/02)		1,929	1,987
Soccer Head - 7th & 8th (05/00)		1,929	1,987
Soccer Asst - 7th & 8th		1,689	1,740
Softball Head - 8th		1,736	1,788

**ARTICLE FOUR
EXTRA PAY SCHEDULE
2009-2010**

	EXTRA DAYS	2009-10 CONTRACT	2009-10 CONTRACT + TRF
Intramurals/Academic Competition			
1 unit		664	683
2 units		1,322	1,361
3 units		1,975	2,034
HIGH SCHOOL			
BDTV	30	10,816	11,140
Counselors	8		
Director of Auditorium	30	10,816	11,140
Director of Drama		4,326	4,456
Assistant Director of Drama		2,270	2,338
Head Media Specialist	10		
Assistant Media Specialist	5		
Keyhole		3,358	3,459
Spotlight		3,358	3,459
WBDG	30	10,816	11,140
Music Department			
Band Director	30	5,408 6,122	5,570
Assistant Band Director	30	4,326	4,456
High School Vocal	20 30	6,122	6,306
Assistant Vocal	20 30	4,400 4,326	4,223
Marching Band Assistant		2,511	2,586
Orchestra (6/02)	20	4,100	4,223
Speech Department			
Director of Speech		4,312	4,441
Asst Director of Speech		1,273	1,311
Director of Debate		4,312	4,441
Asst Director of Debate		1,273	1,311
Industrial Technology			
Chairperson - Maintenance		3,058	3,149
General Metals Maintenance		681	702
Machine Metals Maintenance		681	702
Plastics Maintenance		681	702
Power Maintenance		681	702
Woodworking Maintenance		681	702

	EXTRA DAYS	2009-10 CONTRACT	2009-10 CONTRACT + TRF
Boys Football Asst - 9th		3,588	3,696
Boys Golf Head		4,918	5,066
Boys Golf Asst		2,935	3,023
Boys Soccer Head		4,566	4,703
Boys Soccer Asst		2,709	2,790
Boys Soccer Head - 9th		2,319 2,508	2,389
Boys Swimming Head		6,321	6,511
Boys Swimming Asst		3,838	3,953
Boys Tennis Head		4,918	5,066
Boys Tennis Asst		2,935	3,023
Boys Tennis Head - 9th		2,508	2,584
Boys Track Head		5,619	5,788
Boys Track Asst		3,386	3,488
Boys Track Head - 9th		2,984	3,073
Boys Wrestling Head		5,971	6,150
Boys Wrestling Asst		3,612	3,720
Boys Wrestling Head - 9th		3,008	3,098
Boys Wrestling Asst - 9th		2,283	2,351
Cheer Head Coach		3,875	3,991
Cheer Asst Coach - JV		3,287	3,386
Cheer Coach - 9th		2,583	2,661
Cheer Asst Coach - 9th		1,996	2,056
Girls Basketball Head		13,132	13,526
Girls Basketball Asst		7,526	7,752
Girls Basketball Head - 9th		4,214	4,341
Girls Bowling Head		2,508	2,584
Girls Cross Country Head		4,566	4,703
Girls Cross Country Asst		2,709	2,790
Girls Golf Head		4,918	5,066
Girls Golf Asst		2,935	3,023
Girls Soccer Head		4,566	4,703
Girls Soccer Asst		2,709	2,790
Girls Soccer - 9th		2,319 2,508	2,389

	EXTRA DAYS	2009-10 CONTRACT	2009-10 CONTRACT + TRF
Basketball Asst - 8th A & B		2,935	3,023
Basketball Head - 7th A & B		3,262	3,360
Basketball Asst - 7th A & B		2,935	3,023
Cross Country Head - 7th & 8th		2,006	2,066
Cross Country Asst - 7th & 8th		1,757	1,809
Football Head - 8th		3,262	3,360
Football Asst - 8th		2,935	3,023
Football Head - 7th		3,262	3,360
Football Asst - 7th		2,935	3,023
Golf Head - 7th & 8th (05/02)		2,006	2,066
Soccer Head - 7th & 8th (05/00)		2,006	2,066
Soccer Asst - 7th & 8th		1,757	1,809
Tennis Head - 8th		2,006	2,066
Tennis Head - 7th		2,006	2,066
Track Head - 8th		1,805	1,860
Track Head - 7th (05/00)		1,805	1,860
Wrestling Head - 7th & 8th		2,006	2,066
Wrestling Asst - 7th & 8th		1,757	1,809
Boys/Girls Interscholastic Athletics			
Cheerleader Coach (05/00)		2,884	2,970
Swimming Head		2,006	2,066
Swimming Asst		1,757	1,809
Track Asst - 7th & 8th (05/00)		1,580	1,627
Girls Interscholastic Athletics			
Basketball Head - 8th A & B		3,262	3,360
Basketball Asst - 8th A & B		2,935	3,023
Basketball Head - 7th A & B		3,262	3,360
Basketball Asst - 7th A & B		2,935	3,023
Cross Country Head - 7th & 8th		2,006	2,066
Cross Country Asst - 7th & 8th		1,757	1,809
Golf Head - 7th & 8th (05/02)		2,006	2,066
Soccer Head - 7th & 8th (05/00)		2,006	2,066
Soccer Asst - 7th & 8th		1,757	1,809

ARTICLE FIVE
REGULATIONS
GOVERNING THE ADMINISTRATION OF THE
SALARY SCHEDULE

1. Teachers will be paid in semi-monthly payments as set out on the school calendar, with the first payday being September 1. Payday will be on Friday when paydays fall on weekends.

If a payday falls on a weekend or during a vacation, teachers will be paid on the last workday prior to the weekend or vacation with exception of winter vacation. Then, the first pay will be on January 2 in 2008 and 2009 and January 4, 2010.

If a teacher desires the remainder of his/her salary to be paid on one check on June 15, the following procedure shall be followed:

- a. Written request for this option shall be submitted to the office of the Chief Financial Officer during the period of May 1 through June 15 for the following school year. Additional persons shall be eligible to sign up during the ten (10) business days immediately following ratification of this contract.
 - b. The number of requests to be granted in a given year shall be limited to no more than eighty-five (85) certificated employees. If the number of requests exceeds the limit, acceptance shall be determined on the basis of time of receipt; that is, the earlier request would be granted.
 - c. Persons whose regular contract extends beyond June 15 are not eligible for the June 15 payout.
2. The initial experience level for placement of a candidate for employment on the salary schedule shall be established by agreement between the candidate and a representative(s) of the school corporation prior to the employment of the candidate. The initial salary placement of any employee may not exceed the employee's verifiable level of contractual experience, training, and military experience. Once established, the initial experience level placement shall form the employee's basis for future incremental salary increases. Employees shall receive full credit for all training and experience acquired after their employment by the school corporation. (07/95)
3. In addition to the preceding schedule, teachers may receive the following incentive increments after attaining the Master's Degree according to the policies set out hereafter.
 - a. One increment of \$205 will be granted for each fifteen (15) semester hours taken after the completion of the Master's Degree, with a maximum of four (4) such increments.
 - b. In addition to these four (4) increments, an additional increment equal to the factor above will be paid any teacher who has attained a Doctor's Degree.
 - c. In order to be eligible for these increments:
 - training must be earned in an institution which is approved by the North Central Association of Colleges and Secondary Schools or an equivalent accrediting agency

ARTICLE SIX

FRINGE BENEFITS

1. HEALTH & HOSPITALIZATION INSURANCE

The Board shall provide an annual mutually agreed upon health and hospitalization insurance plan and contribute toward the monthly premiums of the various plans as established at the policy anniversary date. The Board's contribution per month for the year will be the lesser of the following percentages or dollar amounts:

	%	12/14/07	12/15/08	12/15/09
Single	99 or	\$288.16	\$308.33	\$329.92
Employee & children	75 or	\$613.58	\$656.53	\$702.49
Employee & Spouse	75 or	\$637.86	\$682.51	\$730.28
Employee & Spouse (2 Emp.)	99 or	\$845.09	\$904.24	\$967.54
Family	75 or	\$830.69	\$888.84	\$951.06
(2 Emp.)	99 or	\$1,025.69	\$1,097.49	\$1,174.31

Part-time personnel shall receive a pro rata share of the above.

A teacher who terminates employment by retiring from teaching in Indiana shall be eligible to remain in the group health insurance plan provided:

- the teacher has reached the age of 50 years and has fifteen (15) or more years of service in Wayne Township, and
- the full cost of the premium shall be paid by the teacher in semi-annual installments. (07/95)

If retirement is begun for medical reasons, the Superintendent of Schools may reduce the minimum age for eligibility.

2. GROUP TERM LIFE

The Board shall provide, on a fully paid basis, except for one dollar, a group term life insurance policy for all teachers of the MSD of Wayne Township in the amount of \$50,000. (07/97)

This program will provide the minimum death benefit, double indemnity and dismemberment, and a waiver of premium for disability. The normal range of settlement options should be included in the contract.

Part-time teachers shall be eligible for the full amount of insurance although the Board will furnish only a pro rata share of the premiums.

As a replacement for Sections 5, 6, and 7 of this Article, for Wayne Township teachers with at least ten (10) but less than fifteen (15) total years of “creditable service” as defined by the Indiana State Teachers’ Retirement Fund on June 2, 2003, the Board shall match dollar for dollar the teacher’s contribution made during the school year to the 403(b) plan offered by the Board in the amounts of \$1,020 per year in 2007-2008, 2008-2009 and 2009-2010. A teacher shall be immediately vested in the teacher’s contributions to the 403(b) plan, but the Board’s matching contributions shall not vest until and unless the teacher retires from the MSD of Wayne Township under circumstances qualifying the teacher for early or full retirement benefits pursuant to the rules of the Indiana State Teachers’ Retirement Fund, as those rules may be amended from time to time.

d. Matching Annuity Plan – General Provisions

1. For purposes of this Article, a teacher’s “total years of teaching experience” means the total years of teaching experience recognized by Indiana State Teachers’ Retirement Fund for retirement purposes.
2. Teacher contributions to the teacher’s 403(b) account shall be made each pay day. If a teacher contributes the full amount required by this Article based upon the teacher’s total years of teaching experience to a 403(b) account, the Board will match the teacher’s contribution to the teacher’s 403(b) account with a matching contribution to a 401(a) account for the teacher. Unless the teacher contributes the full negotiated amount required by this Article, no matching contribution will be made by the Board. Failure by the teacher to contribute the full amount into a 403(b) account during a school year will result in forfeiture of any 401(a) contributions made for that year.
3. In order to qualify for the Board’s matching contribution to a teacher’s 401(a) account, a part-time teacher shall be required to make the same 403(b) account contribution required of a full time teacher.
4. Board contributions made into a 401(a) account shall remain with the district if a teacher leaves employment prior to retirement from the MSD of Wayne Township. If the teacher is rehired, he/she will be considered the same as a new teacher for purposes of the Matching Annuity Plan.
5. The Board’s matching contribution to a teacher’s 401(a) account shall not vest unless the teacher is employed by the Board at the time that the teacher dies or retires from teaching and qualifies for early or full retirement benefits from the Indiana State Teachers’ Retirement Fund. If a teacher dies while employed by the Board, the teacher’s vested account balance shall be paid to the teacher’s beneficiary listed with the 401(a) Plan.
6. In the event of a Total and Permanent Disability before retirement, the Participant shall be entitled to the balance in the Participant’s account. If at any time a teacher is forced to retire as a result of some unforeseen reason, the Superintendent of Schools may authorize payment of the Board’s contributions into the 401(a) account to the retiring teacher.
7. As used in this Agreement, “retire” or “retirement” means to leave employment in public education in the State of Indiana at the completion of a school year under conditions qualifying for retirement under Rules 7 & 8 of the Indiana State Teachers’ Retirement Fund.

to the record held in the Personnel Office of MSD of Wayne Township or Indiana Teachers' Retirement Fund whichever is greater), times \$40 per year. (07/97)

- the Wayne Township service years times \$200.00 per year. (07/97)

In the event a teacher is unable to give required notice of retirement and is forced to retire as a result of an accident, ill health, or some unforeseen reason, the Superintendent of Schools is authorized to waive the required notice and pay the retirement longevity pay allowance in a lump sum as soon as sufficient cash and appropriation balances are available. Retirement longevity pay will be granted to teachers who are compelled to terminate their services before age fifty (50) for reasons of disability. "Disability" means an inability to perform the essential functions of the teacher's position with reasonable accommodation.

6. RETIREMENT SEVERANCE PAY

Those teachers eligible to receive teacher retirement longevity pay pursuant to Section 5 above will also receive retirement severance pay. A teacher's retirement severance pay will be computed upon the following formula:

- The amount equal to fifty dollars (\$50) multiplied times the number of unused sick days on record with the School Corporation at the time of retirement. (07/97)

This retirement severance pay is computed upon a formula utilizing the number of accumulated sick leave days, however, retirement severance pay is not and shall not be interpreted nor construed as pay for unused sick leave days, nor is it the buy back of the School Corporation of the teacher's unused sick leave.

When a teacher dies while employed, the retirement longevity pay benefit and retirement severance pay shall be paid to his/her named beneficiary designated with the ISTRF if the teacher would otherwise have been eligible for the retirement longevity pay benefit as of Indiana State Teacher Retirement Fund.

7. ADDITIONAL RETIREMENT INCENTIVES

a. Eligibility Qualifications for Insurance and Additional Retirement Longevity Pay:

- 1) The teacher must be under contract or on an approved leave with MSD of Wayne Township at the time of retirement.
- 2) In the school year of retirement, the teacher must be at least fifty-five (55) years of age.
- 3) The teacher shall have accumulated at least 10 and no more than 38 years of total service both in and outside of Wayne Township with no less than ten (10) years of service in Wayne Township.
- 4) A teacher shall be eligible if he/she retires at the close of an academic year and files for his/her retirement benefit.

- 2) The same level of coverage, i.e., single, member/children, or member/spouse that the teacher had on the first day of the final year of employment in Wayne Township shall be provided. A retired teacher, covered by a family plan, would pay the difference in premiums between the member/spouse plan and the family plan.
- 3) The Board's contribution per month for the year will be the lesser of the following percentages or dollar amounts:

	%	1/01/07 (Effective Date)
Single	99 or	\$289.59
Member/Spouse	95 or	\$758.66

8. THE WAYNE TOWNSHIP INCOME PROTECTION PLAN

For an increase in financial security, the Wayne Township Income Protection Plan provides:

INCOME PROTECTION DAYS

<i>Years of Service</i>	<i>Days Per Year</i>	<i>Days Accumulated</i>
0	10	10
1	4	14
2	2	16
3	2	18
4	2	20
5	5	25
6	6	31
7	7	38
8	8	46
9	9	55
10	10	65

- b. A teacher may withdraw from the Catastrophic Illness Leave Bank at any time by notifying the Personnel Department in writing. However, any and all donated days lose their identity and become the property of the Catastrophic Illness Leave Bank.
- c. The Bank shall be formed by voluntary participation and voluntary donations of one (1) sick day by teachers who then become members.
- d. The Bank will have an open enrollment period for teachers to become members for thirty (30) working days following the opening of each school year.
- e. New teachers may become members and, if so, their first contribution must be made within thirty (30) contract days following the date of employment.
- f. Teachers who have been in the school corporation may become members during the open enrollment period by paying all back assessments that would have been paid had the teacher joined the Bank when that teacher first had the opportunity to join.
- g. At such time as the Catastrophic Illness Leave Bank account falls below fifty (50) days, an obligatory assessment of one (1) sick leave day shall be made upon all current members of the Bank who have sick leave days. Teachers shall be notified prior to this assessment.
- h. The Bank shall be continuous from year-to-year.
- i. The procedure to obtain use of the Catastrophic Illness Leave Bank (hereafter called Bank) is as follows:
 - 1) Written application by the teacher or a qualified representative of the teacher, accompanied by the health care provider's certificate stating the nature and length of the disability, as well as a prognosis of the teacher's condition, shall be submitted to the Superintendent's designee.
 - 2) The applicant must be a member of the Bank.
 - 3) The Bank may be used only by the individual contributor for his or her personal illness.
 - 4) Days from the Bank may be used only for those working days that the individual contributor is contracted during the school year.
 - 5) The applicant must exhaust all available sick leave and Income Protection Plan days.
 - 6) The Superintendent's designee shall report each decision to the payroll office and the Association president.
 - 7) The Superintendent's designee shall inform the teacher, or, where advisable, a qualified representative of the teacher, within ten (10) contract days of the decision. If the decision is not satisfactory to the teacher, an appeal may be made to the Catastrophic Illness Leave Bank Committee.

13. PERSONAL BUSINESS LEAVE

Each teacher shall be entitled to two (2) days personal business leave for the transaction of personal business and/or the conduct of personal or civic affairs during each school year of employment. This leave shall be granted in accordance with the provision of State Law and the opinion of the Attorney General.

Each teacher must file with the Principal of the school his/her request for personal business leave. Unused personal business days shall be transferred to sick leave at the close of the school year.

14. SCHOOL ATTENDANCE FOR NON-RESIDENT CHILDREN

The children of Wayne teachers who are not residents of the MSD of Wayne Township may attend Wayne schools at a cost of sixty percent (60%) of the current tuition rate being charged other non-residents. The enrollment of such children shall be subject to existing Board policy and administrative practices.

15. FLEXIBLE FRINGE BENEFIT PLAN

Section 125 of the Internal Revenue Code allows an employee to pay the employee's share of health and dental premiums with before-tax dollars, thereby reducing tax deductions on the money paid for insurance benefits. Teachers may participate in the Flexible Fringe Benefit Plan as long as such is provided for by law or IRS rules.

16. TEACHERS' RETIREMENT FUND

The Board shall pay the teachers' share of the Indiana State Teachers' Retirement Fund (3%) beginning September 1, 1992.

17. ANNUITY PAYMENTS

The Board of Education shall remit annuity payments to each approved company two times per month

18. COMPENSATION FOR COVERING CLASSES

In consideration for teachers covering classes for other teachers when no substitutes are available, the Board of Education will contribute 50 days annually to the Catastrophic Illness Leave Bank. (7/97)

19. PAID HOLIDAYS

Teachers are paid for seven holidays during the contract year. (06/02)

Meetings, except those of voluntary nature and those required by Policy GCL, will be limited to the contracted days. They shall be held contiguous to the school day when practical.

Faculty meetings are to be scheduled by the principal in advance unless the subject is urgent. Such meetings will not be conducted for the sole purpose of issuing instructions that could be handled through written communication.

6. SEVERABILITY

If any provision of this Agreement or any application of this Agreement is held contrary to law, then the illegal provision or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. (7/95)

Board. This Board will consider the grievance and any information provided in the prior step, write a decision to resolve the grievance, and submit the resolution to the grievant within fourteen (14) calendar days after meeting with the grievant. Coordinating Board members may write separate reports if they cannot agree on a common resolution.

- Step 5 If the grievant does not find this resolution satisfactory, he/she may initiate "Step 5" by notifying the Coordinating Board in writing within seven (7) calendar days after receiving its resolution. Within fourteen (14) calendar days after receiving the grievant's written notification, the Board of Education will hold an informal hearing on the grievance. The Board of Education may not consider any material, allegation, or remedy that was not presented in Steps #1 through #4. The Board of Education will render its decision in writing to the grievant within seven (7) calendar days after the informal hearing.

· DEFINITION OF TERMS

GRIEVANT – The grievant is a member of the bargaining unit who files a grievance.

COORDINATING BOARD – The Coordinating Board consists of the Superintendent of Schools and the President of the CTA.

GRIEVANCE COMMITTEE – The Grievance Committee consists of three teachers selected by the Executive Board of the WTCTA and three administrators appointed by the Superintendent. (5/00)

- Administration representatives:

Superintendent
Assistant Superintendents
Elementary Administrator
Secondary Administrator

Third Phase:

The POLICY ADVISORY COUNCIL meets the third Wednesday of each month except December for the consideration of the agenda that has been developed. Presiding over the Council shall be the President of the WTCTA and the Superintendent of Schools. Membership includes:

Building Chairperson
One additional representative from each junior high
Two additional representatives from the high school
Steering Committee
Other interested parties

3. MINUTES

The monthly minutes of PAC shall be distributed to all teachers, administrators, and Board of Education members. Minutes of the Policy Advisory Council meetings and committee reports will be compiled in the annual Policy Advisory Council yearbook. The annual yearbook is a record of discussions which occur at PAC to meet the purposes of improving communication between teachers and administrators. The minutes also furnish a source of information concerning the results of studies undertaken or advisements having been made on non-economic matters of concern. Copies of the yearbook shall be on file in the media center of each building in the school corporation.

The Policy Advisory Council has for many years studied and advised upon a variety of issues and will continue to do so. The WTCTA has been involved through PAC and a wide variety of ad hoc committees in the broad spectrum of discussables provided for in Ind. Code 20-29-6.1. Such participation is both expected and intended for the future.

AGREEMENT

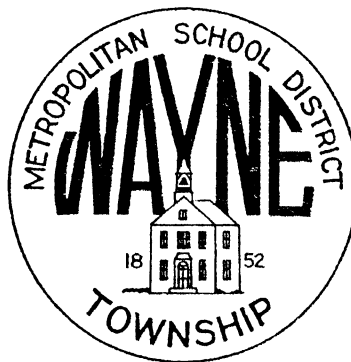
BETWEEN

**WAYNE TOWNSHIP CLASSROOM
TEACHERS ASSOCIATION**



&

**METROPOLITAN SCHOOL
DISTRICT OF WAYNE TOWNSHIP**



2010—2012

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ARTICLE ONE

ESTABLISHMENT OF EXCLUSIVE REPRESENTATIVE

The Association has been established as the exclusive representative of the certificated employees within the bargaining unit pursuant to Ind. Code 20-28-5. The bargaining unit consists of all certificated employees of the Board with the following exceptions:

- Superintendent of Schools
- Assistant Superintendents
- Director of Career & Technical & Adult Education
- Director of Elementary Education
- Chief Operations Officers
- Chief Personnel Officer
- Deputy Chief Personnel Officer
- Director of Special Services
- Assistant Director of Special Services
- Coordinator of Adult Basic Education
- Coordinator of Alternative Education
- Curriculum Coordinators
- Principals
- Assistant Principals
- Deans
- Special Services Coordinator – BDHS
- Case Conference Supervisor – BDHS
- Assistant Athletic Director – BDHS
- Guidance Director – BDHS
- Department Chairpersons – BDHS
- Substitute Teachers

(And any other supervisor as defined in Ind. Code 20-29-2-19 or confidential employee as defined in Ind. Code 20-29-2-5, which subsequently may be created by the Board of MSD of Wayne Township.)

- 5) Such negotiation sessions shall be attended by the designated negotiating members. Consultants may attend by mutual agreement of both negotiating parties.
- e. The negotiating teams shall endeavor to adopt recommendations that shall be reduced to writing and submitted to the Board and the Association for approval or rejection, be signed by the parties and become a part of the official minutes of the Board.
- f. In the event the negotiating parties cannot reach agreement, referral for action, as prescribed by Ind. Code 20-29-8, may be initiated by the Board or the Association.

3. IMPASSE PROCEDURES

If impasse occurs, the impasse procedures as provided in Ind. Code 20-29-8 shall apply.

4. COSTS

Agreed costs and expenses which may be incurred in securing and utilizing the services as prescribed shall be shared equally by the Board and the Association.

5. POLICY ADVISORY COUNCIL

- a. The Board and Association shall recognize the Policy Advisory Council, created by Article Nine of this agreement, as a working committee of members from the administrative staff and the Association as the mechanism for discussion as required by Ind. Code 20-29-6-1 & 7.
- b. It shall be the objective of the Policy Advisory Council to:
 - improve communications between teachers and the administrators
 - study and advise on non-economic matters of concern to the administration and/or the Association
 - provide a forum to identify concerns and attempt to resolve conflict within the workplace (7/97)

ARTICLE FOUR

EXTRA PAY SCHEDULE

2010 – 2012

	EXTRA DAYS	2010 - 2012 CONTRACT	2010 - 2012 CONTRACT + TRF
Intramurals/Academic Competition			
1 unit		664	683
2 units		1,322	1,361
3 units		1,975	2,034
HIGH SCHOOL			
BDTV	30	10,816	11,140
Counselors	8		
Director of Auditorium	30	10,816	11,140
Director of Drama		4,326	4,456
Assistant Director of Drama		2,270	2,338
Head Media Specialist	10		
Assistant Media Specialist	5		
Keyhole		3,358	3,459
Spotlight		3,358	3,459
WBDG	30	10,816	11,140
Music Department			
Band Director	30	6,122	6,306
Assistant Band Director	30	4,326	4,456
High School Vocal	30	6,122	6,306
Assistant Vocal	30	4,326	4,456
Marching Band Assistant		2,511	2,586
Orchestra	20	4,100	4,223
Speech Department			
Director of Speech		4,312	4,441
Asst Director of Speech		1,273	1,311
Director of Debate		4,312	4,441
Asst Director of Debate		1,273	1,311
Industrial Technology			
Chairperson - Maintenance		3,058	3,149
General Metals Maintenance		681	702
Machine Metals Maintenance		681	702
Plastics Maintenance		681	702
Power Maintenance		681	702
Woodworking Maintenance		681	702

Boys Football Head 9th

3914

	EXTRA DAYS	2010 - 2012 CONTRACT	2010 - 2012 CONTRACT + TRF
Boys Football Asst - 9th		3,588	3,696
Boys Golf Head		4,918	5,066
Boys Golf Asst		2,935	3,023
Boys Soccer Head		4,566	4,703
Boys Soccer Asst		2,709	2,790
Boys Soccer Head - 9th		2,508	2,583
Boys Swimming Head		6,321	6,511
Boys Swimming Asst		3,838	3,953
Boys Tennis Head		4,918	5,066
Boys Tennis Asst		2,935	3,023
Boys Tennis Head - 9th		2,508	2,584
Boys Track Head		5,619	5,788
Boys Track Asst		3,386	3,488
Boys Track Head - 9th		2,984	3,073
Boys Wrestling Head		5,971	6,150
Boys Wrestling Asst		3,612	3,720
Boys Wrestling Head - 9th		3,008	3,098
Boys Wrestling Asst - 9th		2,283	2,351
Cheer Head Coach		3,875	3,991
Cheer Asst Coach - JV		3,287	3,386
Cheer Coach - 9th		2,583	2,661
Cheer Asst Coach - 9th		1,996	2,056
Girls Basketball Head		13,132	13,526
Girls Basketball Asst		7,526	7,752
Girls Basketball Head - 9th		4,214	4,341
Girls Bowling Head		2,508	2,584
Girls Cross Country Head		4,566	4,703
Girls Cross Country Asst		2,709	2,790
Girls Golf Head		4,918	5,066
Girls Golf Asst		2,935	3,023
Girls Soccer Head		4,566	4,703
Girls Soccer Asst		2,709	2,790
Girls Soccer - 9th		2,508	2,583

Basketball Head - 8th A & B

3262

	EXTRA DAYS	2010 - 2012 CONTRACT	2010 - 2012 CONTRACT + TRF
Basketball Asst - 8th A & B		2,935	3,023
Basketball Head - 7 th A & B		3,262	3,360
Basketball Asst - 7th A & B		2,935	3,023
Cross Country Head - 7th & 8th		2,006	2,066
Cross Country Asst - 7th & 8th		1,757	1,809
Football Head - 8th		3,262	3,360
Football Asst - 8th		2,935	3,023
Football Head - 7th		3,262	3,360
Football Asst - 7th		2,935	3,023
Golf Head - 7th & 8 th		2,006	2,066
Soccer Head - 7th & 8 th		2,006	2,066
Soccer Asst - 7 th & 8th		1,757	1,809
Tennis Head - 8th		2,006	2,066
Tennis Head - 7th		2,006	2,066
Track Head - 8th		1,805	1,860
Track Head - 7th		1,805	1,860
Wrestling Head - 7th & 8th		2,006	2,066
Wrestling Asst - 7th & 8th		1,757	1,809
Boys/Girls Interscholastic Athletics			
Cheerleader Coach		2,884	2,970
Swimming Head		2,006	2,066
Swimming Asst		1,757	1,809
Track Asst - 7th & 8th		1,580	1,627
Girls Interscholastic Athletics			
Basketball Head - 8th A & B		3,262	3,360
Basketball Asst - 8th A & B		2,935	3,023
Basketball Head - 7th A & B		3,262	3,360
Basketball Asst - 7th A & B		2,935	3,023
Cross Country Head - 7th & 8th		2,006	2,066
Cross Country Asst - 7 th & 8th		1,757	1,809
Golf Head - 7th & 8th		2,006	2,066
Soccer Head - 7th & 8th		2,006	2,066
Soccer Asst - 7th & 8th		1,757	1,809

ARTICLE FIVE
REGULATIONS
GOVERNING THE ADMINISTRATION OF THE
SALARY SCHEDULE

1. Teachers will be paid in semi-monthly payments as set out on the school calendar, with the first payday being September 1.

If a payday falls on a weekend or during a vacation, teachers will be paid on the last work day prior to the weekend or vacation with exception of winter vacation. The first pay will be January 3 in 2011 and January 2 in 2012.

If a teacher desires the remainder of his/her salary to be paid on one check on June 15, the following procedure shall be followed:

- a. Written request for this option shall be submitted to the office of the Chief Financial Officer during the period of May 1 through June 15 for the following school year. Additional persons shall be eligible to sign up during the ten (10) business days immediately following ratification of this contract.
 - b. The number of requests to be granted in a given year shall be limited to no more than eighty-five (85) certificated employees. If the number of requests exceeds the limit, acceptance shall be determined on the basis of time of receipt; that is, the earlier request would be granted.
 - c. Persons whose regular contracts extend beyond June 15 are not eligible for the June 15 payout.
2. The initial experience level for placement of a candidate for employment on the salary schedule shall be established by agreement between the candidate and a representative(s) of the school corporation prior to the employment of the candidate. The initial salary placement of any employee may not exceed the employee's verifiable level of contractual experience, training, and military experience. Once established, the initial experience level placement shall form the employee's basis for future incremental salary increases. Employees shall receive full credit for all training and experience acquired after their employment by the school corporation. (7/95)
3. In addition to the preceding schedule, teachers may receive the following incentive increments after attaining the Masters Degree according to the policies set out hereafter.
 - a. One increment of \$205 will be granted for each fifteen (15) semester hours taken after the completion of the Masters Degree, with a maximum of four (4) such increments.
 - b. In addition to these four (4) increments, an additional increment equal to the factor above will be paid any teacher who has attained a Doctors Degree.
 - c. In order to be eligible for these increments:
 - training must be earned in an institution which is approved by the North Central Association of Colleges and Secondary Schools or an equivalent accrediting agency

ARTICLE SIX

FRINGE BENEFITS

1. HEALTH & HOSPITALIZATION INSURANCE

The Board shall provide an annual mutually agreed upon health and hospitalization insurance plan and contribute toward the monthly premiums of the various plans as established at the policy anniversary date. The Board's contribution per month for the year will be the lesser of the following percentages or dollar amounts:

	%	12/14/07	12/15/08	12/15/09
Single	99 or	\$288.16	\$308.37	\$329.92
Employee & children	75 or	\$613.58	\$656.53	\$702.49
Employee & Spouse	75 or	\$637.86	\$682.51	\$730.28
Employee & Spouse (2 Emp.)	99 or	\$845.09	\$904.24	\$967.54
Family	75 or	\$830.69	\$888.84	\$951.06
(2 Emp.)	99 or	\$1,025.69	\$1,097.49	\$1,174.31

Part-time personnel shall receive a pro rata share of the above.

A teacher who terminates employment by retiring from teaching in Indiana shall be eligible to remain in the group health insurance plan provided:

- the teacher has reached the age of 50 years and has fifteen (15) or more years of service in Wayne Township, and
- the full cost of the premium shall be paid by the teacher in semi-annual installments.
(07/95)

If retirement is begun for medical reasons, the Superintendent of Schools may reduce the minimum age for eligibility.

2. GROUP TERM LIFE

The Board shall provide, on a fully paid basis, except for one dollar, a group term life insurance policy for all teachers of the MSD of Wayne Township in the amount of \$50,000.
(07/97)

This program will provide the minimum death benefit, double indemnity and dismemberment, and a waiver of premium for disability. The normal range of settlement options should be included in the contract.

Part-time teachers shall be eligible for the full amount of insurance although the Board will furnish only a pro rata share of the premiums.

Teachers may purchase additional units of group term life through payroll deductions. The Board shall not pay any portion of the premium for these additional units.

3. DENTAL INSURANCE

The Board shall provide a mutually approved program of dental insurance and shall

d. Matching Annuity Plan – General Provisions

1. For purposes of this Article, a teacher's "total Years of teaching experience" means the total years of teaching experience recognized by Indiana State Teachers' Retirement Fund for retirement purposes.
2. Teacher contributions to the teacher's 403(b) account shall be made each pay day. If a teacher contributes the full amount required by this Article based upon the teacher's total years of teaching experience to a 403(b) account, the Board will match the teacher's contribution to the teacher's 403(b) account with a matching contribution to a 401(a) account for the teacher. Unless the teacher contributes the full negotiated amount required by this Article, no matching contribution will be made by the Board. Failure by the teacher to contribute the full amount into a 403(b) account during a school year will result in forfeiture of any 401(a) contributions made for that year.
3. In order to qualify for the Board's matching contribution to a teacher's 401(a) account, a part-time teacher shall be required to make the same 403(b) account contribution required of a full time teacher.
4. Board contributions made into a 401(a) account shall remain with the district if a teacher leaves employment prior to retirement from the MSD of Wayne Township. If the teacher is rehired, he/she will be considered the same as a new teacher for purposes of the Matching Annuity Plan.
5. The Board's matching contribution to a teacher's 401(a) account shall not vest unless the teacher is employed by the Board at the time that the teacher dies or retires from teaching and qualifies for early or full retirement benefits from the Indiana State Teachers' Retirement Fund. If a teacher dies while employed by the Board, the teacher's vested account balance shall be paid to the teacher's beneficiary listed with the 401(a) Plan.
6. In the event of a Total and Permanent Disability before retirement, the Participant shall be entitled to the balance in the Participant's account. If at any time a teacher is forced to retire as a result of some unforeseen reason, the Superintendent of Schools may authorize payment of the Board's contributions into the 401(a) account to the retiring teacher.
7. As used in this Agreement, "retire" or "retirement" means to leave employment in public education in the State of Indiana at the completion of a school year under conditions qualifying for retirement under Rules 7 & 8 of the Indiana State Teachers' Retirement Fund.

e. Traditional Plan – For Wayne Township teachers with 15 years or more of total teaching experience on June 2, 2003:

Effective July 1, 2003, Section 5 of this Article (Retirement Longevity Pay), Section 6 of this Article (Retirement Severance Pay), and Section 7 of this Article (Additional Retirement Incentives) as modified in the 2002-2003 Agreement shall only apply to teachers who were employed as a teacher in Wayne Township on June 2, 2003 and had fifteen (15) years or more total years of "creditable service". Creditable service shall be equal to verified years of service credit recognized for salary purposes according to the record held in the Personnel Office of MSD of Wayne Township or Indiana State Teachers' Retirement Fund, whichever is greater.

When a teacher dies while employed, the retirement longevity pay benefit and retirement severance pay shall be paid to his/her named beneficiary designated with the ISTRF if the teacher would otherwise have been eligible for the retirement longevity pay benefit as of Indiana State Teacher Retirement Fund.

7. ADDITIONAL RETIREMENT INCENTIVES

a. Eligibility Qualifications for Insurance and Additional Retirement Longevity Pay:

- 1) The teacher must be under contract or on an approved leave with MSD of Wayne Township at the time of retirement.
- 2) In the school year of retirement, the teacher must be at least fifty-five (55) years of age.
- 3) The teacher shall have accumulated at least 10 and no more than 38 years of total service both in and outside of Wayne Township with no less than ten (10) years of service in Wayne Township.
- 4) A teacher shall be eligible if he/she retires at the close of an academic year and files for his/her retirement benefit.
- 5) Up to 40 teachers may qualify per school year for additional retirement benefits provided by this section. This number excludes teachers for whom the superintendent has waived the retirement eligibility qualifications. A letter of retirement is considered an application for benefits pursuant to this section. It must be submitted no earlier than the first teacher workday and no later than **June 30** of the school year of the teacher's final year. A retirement letter shall be delivered by the applicant to the personnel office and shall be accepted in the order received up to 40 for a school year.

Where two or more retirement letters are received on the same day and one or more would be denied due to the maximum of 40 participants per school year, retirement letters received on that same day shall be ranked accordingly:

- a) The letter from the teacher with the highest total years of teaching service in the M.S.D. of Wayne Township will be ranked first.
 - b) Where two or more teachers have the same total years of Wayne Township teaching service, the letter from the teacher with the greatest total years of teaching service will be ranked first.
 - c) If two or more teachers have the same total years of teaching service in Wayne Township and the same total years of service as a teacher, the retirement letters shall be further ranked by the teachers' dates of birth with the oldest teacher's retirement letter being ranked first. For the purposes of this section, "teaching service" is defined as the number of years listed on the most recent quarterly State Teacher Retirement Fund statement.
- 6) In the best interest of students, staff, parents, and community, these eligibility qualifications may be waived by the Superintendent of Schools.

8. **THE WAYNE TOWNSHIP INCOME PROTECTION PLAN**

For an increase in financial security, the Wayne Township Income Protection Plan provides:

INCOME PROTECTION DAYS

Years of Service	Days Per Year	Days Accumulated
0	10	10
1	4	14
2	2	16
3	2	18
4	2	20
5	5	25
6	6	31
7	7	38
8	8	46
9	9	55
10	10	65

- b. A teacher may withdraw from the Catastrophic Illness Leave Bank at any time by notifying the Personnel Department in writing. However, any and all donated days lose their identity and become the property of the Catastrophic Illness Leave Bank.
- c. The Bank shall be formed by voluntary participation and voluntary donations of one (1) sick day by teachers who then become members.
- d. The Bank will have an open enrollment period for teachers to become members for thirty (30) working days following the opening of each school year.
- e. New teachers may become members and, if so, their first contribution must be made within thirty (30) contract days following the date of employment.
- f. Teachers who have been in the school corporation may become members during the open enrollment period by paying all back assessments that would have been paid had the teacher joined the Bank when that teacher first had the opportunity to join.
- g. At such time as the Catastrophic Illness Leave Bank account falls below fifty (50) days, an obligatory assessment of one (1) sick leave day shall be made upon all current members of the Bank who have sick leave days. Teachers shall be notified prior to this assessment.
- h. The Bank shall be continuous from year-to-year.
- i. The procedure to obtain use of the Catastrophic Illness Leave Bank (hereafter called Bank) is as follows:
 - 1) Written application by the teacher or a qualified representative of the teacher, accompanied by the health care provider's certificate stating the nature and length of the disability, as well as a prognosis of the teacher's condition, shall be submitted to the Superintendent's designee.
 - 2) The applicant must be a member of the Bank.
 - 3) The Bank may be used only by the individual contributor for his or her personal illness.
 - 4) Days from the Bank may be used only for those working days that the individual contributor is contracted during the school year.
 - 5) The applicant must exhaust all available sick leave and Income Protection Plan days.
 - 6) The Superintendent's designee shall report each decision to the payroll office and the Association president.
 - 7) The Superintendent's designee shall inform the teacher, or, where advisable, a qualified representative of the teacher, within ten (10) contract days of the decision. If the decision is not satisfactory to the teacher, an appeal may be made to the Catastrophic Illness Leave Bank Committee.
- j. A written appeal of the designee's decision for use of leave days from the Bank must be made within ten (10) contract days upon receipt of the designee's decision.

the opinion of the Attorney General.

Each teacher must file with the Principal of the school his/her request for personal business leave. Unused personal business days shall be transferred to sick leave at the close of the school year.

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(14) calendar days after meeting with the grievant. Coordinating Board members may write separate reports if they cannot agree on a common resolution.

- Step 5 If the grievant does not find this resolution satisfactory, he/she may initiate "Step 5" by notifying the Coordinating Board in writing within seven (7) calendar days after receiving its resolution. Within fourteen (14) calendar days after receiving the grievant's written notification, the Board of Education will hold an informal hearing on the grievance. The Board of Education may not consider any material, allegation, or remedy that was not presented in Steps #1 through #4. The Board of Education will render its decision in writing to the grievant within seven (7) calendar days after the informal hearing.

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(5/00)

Third Phase:

The POLICY ADVISORY COUNCIL meets the third Wednesday of each month except December for the consideration of the agenda that has been developed. Presiding over the Council shall be the President of the WTCTA and the Superintendent of Schools. Membership includes:

- Building Chairperson
- One additional representative from each junior high
- Two additional representatives from the high school
- Steering Committee
- Other interested parties

3. MINUTES

The monthly minutes of PAC shall be distributed to all teachers, administrators, and Board of Education members. Minutes of the Policy Advisory Council meetings and committee reports will be compiled in the annual Policy Advisory Council yearbook. The annual yearbook is a record of discussions which occur at PAC to meet the purposes of improving communication between teachers and administrators. The minutes also furnish a source of information concerning the results of studies undertaken or advisements having been made on non-economic matters of concern. Copies of the yearbook shall be on file in the media center of each building in the school corporation.

The Policy Advisory Council has for many years studied and advised upon a variety of issues and will continue to do so. The WTCTA has been involved through PAC and a wide variety of ad hoc committees in the broad spectrum of discussables provided for in Ind. Code 20-29-6.1. Such participation is both expected and intended for the future.