



The West Lafayette Community School Corporation

**Collective Bargaining Agreement**

**2023-2025**

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**COLLECTIVE BARGAINING AGREEMENT**  
**between**  
**THE BOARD OF SCHOOL TRUSTEES of the**  
**WEST LAFAYETTE COMMUNITY SCHOOL CORPORATION**  
**and**  
**THE WEST LAFAYETTE EDUCATION ASSOCIATION**

THIS COLLECTIVE BARGAINING AGREEMENT ENTERED INTO OCTOBER 9, 2023, BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE WEST LAFAYETTE COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD," AND THE WEST LAFAYETTE EDUCATION ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION."

THEREFORE, THE PARTIES AGREE AS FOLLOWS:

**ARTICLE I**  
**RECOGNITION**

***Section 1.1 Exclusive Representative.***

The Board hereby recognizes the West Lafayette Education Association, an affiliate of the Indiana State Teachers Association ("ISTA") and the National Education Association ("NEA"), as the exclusive representative of all teachers in the School Corporation.

The rights and privileges of the Association, acting as the representative of teachers, as set forth in this Contract shall be granted only to the Association.

***Section 1.2 Definitions.***

The term "Association," when used in this Contract, shall refer to the West Lafayette Education Association and shall include authorized officers, representatives and agents.

The term "Bargaining Unit" shall mean all certificated employees of the Corporation as the term "certificated employee" is defined in Ind. Code 20-29-2-4(1). The term "Bargaining Unit" shall not include any certificated employee of the Corporation employed in any of the following positions: Superintendent; Assistant Superintendent(s); Business Manager(s); Assistant Treasurer(s); Principals; Assistant Principals; Administrative Assistants; High School Athletic Directors whose primary responsibility does not include the instruction of students; Substitute Teachers; and all certificated employees appointed by the Corporation to an "acting" capacity for any of the foregoing positions for a period of more than two (2) weeks.

The term "Board," when used in this Contract, shall refer to the Board of School Trustees of the West Lafayette Community School Corporation and shall include authorized officers, representatives, agents, and any person or persons authorized to act for the Board in dealing with its employees.

The term "day(s)," when used in this Contract, shall refer to calendar day(s), unless the language specifically states "working day(s)." The term "working day(s)," when used in this Contract, during the period of time covered by the official school calendar, shall refer to day(s) when teachers are scheduled to be in attendance (i.e. a teacher day). During the period of time not covered by the official school calendar, "working day(s)" shall mean a week day and shall exclude Saturday, Sunday, and legal holidays. In computing any period of time prescribed or allowed by this Contract, the day of the act or event from which the designated period of time begins to run shall not be included. During the period of time covered by the official school calendar, the last day of the period so computed is to be included unless it is a day

when teachers are not scheduled to be in attendance in which case the period runs until the end of the next day when teachers are scheduled to be in attendance. During the period of time not covered by the official school calendar the last day of the period so computed is to be included unless it is a Saturday, Sunday, or legal holiday in which case the period runs until the end of the next day that is not a Saturday, a Sunday, or a legal holiday.

The term “emergency,” when used in this Contract, shall refer to a condition or situation which could not have been anticipated under normal circumstances.

The term “School Corporation,” when used in this Contract, shall refer to the West Lafayette Community School Corporation of the County of Tippecanoe of the State of Indiana.

The term “teacher,” when used in this Contract, shall refer to a member of the Bargaining Unit.

## **ARTICLE II**

### **COMPENSATION AND WAGES**

#### ***Section 2.1. Compensation Model.***

The compensation model is set forth in COMPENSATION GUIDELINES 2023-2025 appended hereto. Upon employment, all certified teachers shall be placed at the appropriate level of the compensation model with appropriate documentation (i.e., transcripts, school district experience verification)

#### ***Section 2.2 Payment During School Closure***

If during the term of the teacher’s contract the school is closed by order of the School Corporation or health authorities or school cannot be conducted through no fault of the teacher, the teacher shall receive regular pay during that time, and no leave day previously scheduled shall be deducted. However, when a canceled student instructional day is rescheduled to comply with state statute, each teacher shall work on that rescheduled day without additional compensation.

#### ***Section 2.3 Extracurricular Compensation Schedules.***

Extracurricular Compensation Schedules are set forth in Appendix B attached hereto.

#### ***Section 2.4 Part-Time Teacher.***

A teacher who is part-time at the secondary level will be paid at a rate of one sixth (1/6) of that teacher’s regular pay rate for each class period the teacher teaches. A teacher who is part-time at the elementary level will have a proportionate amount of prep time included in the calculation of compensation and full-time equivalency.

#### ***Section 2.5 Extra Duty Positions.***

Teachers hired for extra duty positions shall be compensated in accordance with Appendix B. It is further understood that in the event the Board creates an extra duty position not identified in Appendix B, the compensation attached to such position shall be established by bargaining between the Board and the Association.

#### ***Section 2.6 Extended Teacher Contracts.***

Extended teacher contracts shall include compensation proportionate to the additional length of the contract involved.

**Section 2.7 Summer School.**

Summer School contracts shall include compensation based on the teacher's regular contract for the current school year, in compliance with Ind. Code 20-28-6-7. The superintendent shall determine the salary for supplement service.

**Section 2.8 Payment Installment Election.**

Each school year, a teacher shall be paid in twenty-four (24) equal payments on the fifth and twentieth day of each month, beginning with the first pay on September 5, and ending with the last pay on August 20. If the 5<sup>th</sup> or 20<sup>th</sup> fall on a weekend or bank holiday, the pay date will be made on the prior business day.

**Section 2.9 Mileage.**

Teachers required to move from one school to another in the School Corporation as part of their scheduled class assignment and allotted 20-minute travel time will be reimbursed on a mileage claim at the rate established by the Board of School Trustees. Extracurricular assignments will not qualify a teacher for this reimbursement.

**Section 2.10 Optional Payroll Deductions.**

The following optional payroll deductions are available to teachers:

- A. Credit Union
- B. Approved insurance programs
- C. Approved tax-sheltered retirement programs subject to the following conditions:
  - i. payments will be submitted to the approved tax-sheltered agencies on a twice per month basis; and
  - ii. individual employees will be limited to no more than a single change in the amount withheld for the purpose of participation in the tax-sheltered annuity program after the initial determination of a withholding figure for the year.
- D. United Way deductions
- E. Section 125 Flexible Benefit Plan subject to the following conditions:
  - i. the School Corporation shall pay the administrative fee for request for documents and individual participants shall pay any other annual fees;
  - ii. the Superintendent of the School Corporation and the President of the Association shall reach agreement on any changes in the Plan Administrator for the Section 125 Plan in place; and
  - iii. the plan administrator shall be responsible for fully informing all eligible participants about the program before providing complete enrollment and option selection for each employee to the Corporation Business Office no later than December 1, of each year.
- F. The West Lafayette Schools Education Foundation

**ARTICLE III  
COMPENSATION AND WAGE RELATED FRINGE BENEFITS**

**Section 3.1 Professional Leave.**

The Board hereby agrees to recognize up to eight (8) days of professional leave each school year the State Legislature is in session for the President (or designee) of the Association to conduct Association business.

**Section 3.2      *Extended Ancillary Academic Appointments.***

Teachers in secondary schools who are appointed to an extended ancillary academic position in lieu of a supervision appointment, or teachers in the elementary school who are appointed to an extended ancillary academic position beyond their daily academic position, and it is comparable to the extended ancillary academic appointment at the secondary level, will receive a stipend in the amount of two-thousand dollars (\$2,000) per semester.

**Section 3.3      *Retirement Fund Contribution.***

The Corporation shall pay the three percent (3%) individual teacher contribution to the Indiana Teacher Retirement Fund for the applicable school year.

**Section 3.4      *Curriculum Stipend.***

Any teacher accepting an invitation to review and write curriculum outside of the contract day shall be compensated at the per diem rate of \$50.00 for three (3) hours work. Portions of this provision unrelated to wages were not bargained and are included for informational purposes only.

**Section 3.5      *Case Conferences.***

Each teacher will receive a payment of Fifty Dollars (\$50.00) at the end of each semester for each case conference that lasted at least thirty (30) minutes beyond the normal workday.

**Section 3.6      *Training Stipend.***

Each teacher will receive One Hundred Dollars (\$100.00) per non-contract day in addition to expenses incurred for workshops or in-services such as Advance Placement training, Project Lead the Way training, or others designated by the Superintendent, in which the teacher participates or attends.

**Section 3.7      *Experience.***

- A. Beginning in 1993-94, any teacher holding a halftime or more appointment for a minimum of one hundred twenty (120) days in a school year will receive a full year teaching experience in the subsequent teaching year.
- B. Beginning in 1991-92, any teacher holding a less than half-time appointment in a school year will have the fraction of full-time that he/she worked added to any less than half-time teaching experiences occurring after this commencement date. If the total is greater than one half, the teacher will be granted a full year experience increment in the subsequent year. When a year of experience is granted in this manner, the teacher will begin the next year with no fractional time carried over.

**Section 3.8      *Extended Contractual Year***

Teachers will receive a supplemental contract for the extended days at the teacher's daily rate for any duties involving an extended contractual year.

**Section 3.9      *Plan Period Classroom Coverage***

Teachers will receive a per-class-period rate of Twenty-Five Dollars (\$25.00) for instructing students in place of the regular teacher during a teacher's non-duty plan period when so requested by the principal or designee. Portions of this provision unrelated to wages were not bargained and are included for informational purposes only.

## **ARTICLE IV**

### **LEAVES OF ABSENCE**

#### ***Section 4.1      Bereavement.***

In the case of each death in the immediate family of a teacher, said teacher is entitled to be absent without loss of compensation for a period, at the teacher's discretion, extending not more than five (5) consecutive days during that school year. Such bereavement leave shall be exhausted no later than eight (8) calendar days beyond such death(s), but extenuating circumstances subject to approval by the Superintendent or designee may warrant an extension of the eight (8) day time limitation. Immediate family is defined as spouse, child, unborn child, parent, brother, sister, grandparent, grandchild, and each similar relationship established by marriage or any person who at the time of death had established the teacher's home as his/her permanent residence. In the case of the death of a great-grandparent, uncle, aunt, niece, nephew, or first cousin, and each similar relationship established by marriage, not living in the household of the teacher, the teacher is entitled to be absent one (1) day without loss of compensation. The teacher shall notify the principal prior to departing on the leave.

#### ***Section 4.2      Paid/Personal/Family Illness.***

Each regularly employed teacher is entitled to annually a total of ten (10) personal or family illness days for each year of employment without loss of compensation with unused days accumulating to subsequent years based on a maximum allowable accumulation.

A maximum of three (3) days of unused personal business may also be accumulated as personal/family illness leave the following year, in addition to the above mentioned ten (10) days. This does not affect the calculation of severance pay under Article V, Section 5.1.c. Teachers who are rehired and who have elected to delay severance benefits under Article V continue to accumulate paid personal/family illness days until election is made.

Personal/family illness for purposes of this provision shall include: (1) the teacher and the teacher's spouse, (2) any child (or unborn child), step child or foster child, parent, brother, sister, grandparent, grandchild, and each similar relationship established by marriage or any person who has established the teacher's home as his/her permanent residence, or an individual for whom the teacher has custodial and/or financial responsibility, (3) any other relative living as a resident of the household of the teacher, (4) any relative for whom the teacher has primary financial and/or personal responsibility. A teacher wishing to use personal/family illness leave based on category (4) above, must submit, prior to the leave, or within five (5) days of beginning the leave, a written request to the Superintendent for approval. The Superintendent's decision shall be made within one (1) working day of receipt and shall be based upon:

- A. a physician's certification of the medical necessity;
- B. the physician's estimate of the duration of the leave; and
- C. the teacher's statement of the primary financial and/or personal responsibility.

If the request is denied, use of personal/family leave shall be limited to eight (8) days. If more than one request is denied the same year, use of personal/family leave shall be limited to a maximum of ten (10) days of unapproved leave for that school year.

#### ***Section 4.3      Teacher Sick Bank Leave.***

The Association shall have the full right and responsibility to promulgate the rules and regulations governing use of the sick leave bank except as restricted by this Master Contract or by applicable law.

The purpose of the teacher sick leave bank is to provide additional personal illness leave to teachers who have exhausted their personal illness leave and who, because of serious illness, accident, or disability, are unable to perform their duties. Each year, new teachers hired will contribute one (1) personal illness day each school year for the first three (3) years of employment. Days which are placed in the sick leave bank, if unused, shall accumulate from school year to school year without limit.

**Section 4.4      *Jury Duty.***

In the event that a teacher is subpoenaed for jury duty or for School Corporation school related reasons requiring said teacher to be absent from school, the teacher shall be entitled to a leave during the necessary period of absence with no change in compensation by the School Corporation. Pay received for this jury duty (excluding mileage) will be submitted to the School Corporation upon receipt.

**Section 4.5      *Court Leave.***

In the event a teacher is subpoenaed to appear in any court proceeding as a result of his/her activities in carrying out his/her regular employment with the School Corporation, he/she shall be granted a leave of absence with pay for the necessary period of absence.

**Section 4.6      *Personal Business Leave.***

Each teacher shall be entitled to four (4) days for the transaction of personal business and/or the conduct of personal or civic affairs during each contract year of such employment, without loss of pay. At the conclusion of the contract year, a maximum of three (3) unused personal business leave days shall become a part of the teacher's accumulated personal/family illness leave.

**Section 4.7      *General Provisions Covering Leaves of Absences.***

- A. A teacher returning from a leave of absence pursuant to the provisions of this article shall, on his/her return, be assigned to the same position in the same school if said position is unoccupied and still in existence. If said position is occupied or is not in existence, he/she shall be assigned to a position that is unoccupied, and for which he/she is qualified. In the event that there is no such unoccupied position, Board reduction in force policies and procedures shall apply in employment determination.
- B. Teachers returning from leaves of absence shall retain full credit for years of teaching service prior to the leave. Professional teachers returning from leaves of absence shall retain their professional teacher status upon returning from leave.
- C. A teacher contracted to fill a position vacated by a teacher on leave shall be notified of this fact and the expected duration of the leave.
- D. In the case of unpaid leave, the teacher shall have the option of continuing all life and health insurance benefits by paying the entire premium amounts to the School Corporation, except when the provisions of FMLA apply providing continuation of partial support of health care premiums by the School Corporation.
- E. A minimum of one hundred twenty (120) paid days within a given contract year is necessary to receive one year of experience towards Indiana's Teacher Retirement Fund (TRF). Partial years accumulate until a total of one hundred twenty (120) or more paid days are reached. Any teacher holding a less than half-time appointment will have the fraction of full-time that he/she worked added to any less than half-time teaching experiences. If the total of this experience is greater than one half, the teacher will be granted a full year experience in the subsequent year. When a year of experience is granted in this manner, the teacher will begin the next year with no fractional time carried over.

- F. “Days” when used in this article shall be deemed to mean “days when school is in session” unless calendar days are specified in contract.

**Section 4.8      *Maternity Leave.***

A teacher who is pregnant shall be entitled to a leave of absence that shall not extend beyond twelve (12) months following the birth of the child and may begin as soon as commencement of the pregnancy. A teacher may charge any part of a leave under this section to her available paid personal/family illness days without regard to medical necessity if the teacher gives notice of the projected beginning date of the leave and its probable duration in writing to the Superintendent at least forty-five (45) calendar days prior to the date on which leave is to begin.

If the teacher takes only unpaid leave or leave that is medically necessary, the teacher shall give notice in writing to the Superintendent of the projected beginning date and the probable duration of the leave as soon as feasible, but no later than thirty (30) calendar days prior to the projected beginning date of the leave, except that if medical necessity as certified by the attending physician requires leave to begin in less than thirty (30) days, the teacher shall provide such notice as is practicable. All or any portion of a maternity leave, at the teacher’s option, may be allocated to the teacher’s available paid personal/family illness leave provided that medical necessity for those leave days to be paid has been certified by her attending physician or the teacher has complied with the requirements set forth above to avoid certification of medical necessity. The teacher shall notify the Superintendent at the time of the thirty (30) day or forty-five (45) day notice as to what portion of the maternity leave is to be allocated to available and allowed paid leave. Any leave that is not allocated to paid leave shall be without pay.

The teacher shall submit in writing, at least sixty (60) calendar days before returning to teaching, notice of her intent to return on a specific date, except that if the leave is less than sixty (60) calendar days in total. The teacher must notify the superintendent at least 30 days in advance that she is not returning to her position.

Unpaid leave under this section shall count first toward the teacher’s leave entitlement under the FMLA. Provisions governing FMLA leave shall apply to that part of the leave that counts toward FMLA leave. Any additional unpaid leave is subject to the same requirements and restrictions as other unpaid, non-FMLA leave. Teachers shall not use sick bank days for maternity leave.

**Section 4.9      *Paternal or Adoptive Leave***

Upon the birth or adoption of a baby, a parent may use up to ten sick/family illness and four personal leave days, if available, as paid leave time. This leave may be taken beginning with the day the baby is born, or adopted. Unpaid leave may be taken for up to one year from the birth of the baby. Teachers shall not use sick bank days for Parental and Adoptive leave.

## **ARTICLE V**

### **RETIREMENT PAY**

**Section 5.1      *403(b) Post-Severance Payment.***

For teachers employed as of July 1, 1999, who have been employed by the school corporation prior to July 1, 1999, upon retirement the Employer will make payments into a post-retirement 403(b) plan adopted by the Board on behalf of teachers who are eligible for retirement pay as provided below:

- A. To be eligible for retirement benefits a retiring teacher must have taught nineteen (19) years or more by the end of the retirement year.

- B. Only years of service in the School Corporation will be used in calculating retirement pay benefits.
- C. Retirement benefits shall be based on the daily rate of the eligible teacher's last contract multiplied by (x) number of days of accumulated personal/family illness leave [with a maximum of one hundred sixty (160) days] multiplied by (x) number of years teaching in the School Corporation divided (/) by eighty (80). The first \$2,000.00 of the retirement pay shall be paid directly to the teacher at the end of the school year in which he/she leaves the service of the School Corporation. The remainder of the retirement pay shall be deposited into a 403(b) account on the teacher's behalf.
- D. If an eligible teacher's accumulation of personal/family illness leave days results in retirement benefits of less than \$2,000.00 the teacher will receive \$2,000.00 retirement benefit provided the teacher has taught nineteen (19) years or more by the end of the retirement year at least ten (10) of which were years of service with the School Corporation. The \$2,000.00 retirement benefit shall be paid directly to the teacher at the end of the school year in which he/she leaves the service of the School Corporation.
- E. Any teacher eligible for retirement and whose retirement notification has been received by the Superintendent for approval by the Board, but dies prior to receiving the retirement payment shall have that benefit deposited into a 403(b) account on behalf of the teacher's designated beneficiary or, in the absence of a designated beneficiary, to the estate of the teacher.
- F. A teacher eligible for retirement under this Article V who has used a combined total of fourteen (14) days of Personal/Family Illness Leave and Personal Business Leave during the final year of teaching and then needs to take additional days will not have those additional days subtracted from his/her retirement pay formulas as long as the teacher submits a doctor's written verification that the leave was necessary for personal medical reasons. Such medical documentation may be provided for any absences for personal illness leave taken during the school year, but the documentation must be submitted within ten (10) school days of the absence to be accepted. The fourteen (14) days available each contract year is comprised of ten (10) days of Personal/Family Illness Leave and four (4) days of Personal Business Leave and could be used with no physician documentation, but additional days used for personal illness leave would reduce the number used in retirement pay calculation unless they were documented as indicated above.
- G. When an eligible teacher retires from the School Corporation, retirement/severance benefits as set forth in this Article V may be delayed until up to one year with written notice given to the business office.

**Section 5.2      *Years of Experience.***

Twenty (20) hours or more of professional duties per week for a nine (9) month period or more shall be considered as one (1) year of experience. Teaching or instruction at the college level of twelve (12) credit hours or more for a period of nine (9) months or more shall be defined as one (1) year of experience. In no case shall more than one year of experience credit be granted per calendar year. All fractional years of experience as defined shall accumulate but credit will not be granted until a full year has been accumulated. Substitution of equivalent professional experience may be made by the Board.

**Section 5.3      *No Further Contributions.***

The School Corporation shall not make any further contributions to a TRF account or the 401(a) account of any teacher who is receiving TRF retirement distributions.

**Section 5.4      *Health Insurance.***

The School Corporation shall reimburse a teacher who retires from the School Corporation for any costs for the teacher of continuing with the Corporation's health benefit package that exceed the Board's contribution for a teacher on a regular contract for the period of separation; provided, however, that in no event shall the contribution period exceed ninety (90) days.

**ARTICLE VI**

**RETIREMENT PLAN**

**Section 6.1      *Tax-Sheltered Retirement Plan***

The School Corporation shall make available to each teacher the opportunity to participate in a post-retirement 403(b) plan adopted by the Board ("403(b) Program"). The Board and the Association agree, except as may be required by Internal Revenue rules and regulations, that the 403(b) Program shall not be changed without agreement in bargaining.

**Section 6.2      *401(a) Plan.***

The Board has established and maintains a qualified retirement plan for all teachers pursuant to section 401(a) of the U.S. Internal Revenue Code ("401(a) Plan"). The Board will contribute an amount equal to one percent (1%) of each teacher's compensation annually into the 401(a) Plan on behalf of each teacher. This annual one percent (1%) contribution will be deposited into the 401(a) Plan on a monthly basis.

**Section 6.3      *401(a) Vesting.***

For teachers employed as of July 1, 1999, who have been employed by the school corporation prior to July 1, 1999, the contributions to the 401(a) will vest with that teacher effective the beginning of the 1999-2000 school year. For a teacher meeting these requirements, at the time the teacher severs his/her employment relationship with the school corporation, the value of all contributions to the teacher's 401(a) account plus one-half (1/2) of all earnings upon such contributions (earnings shall include interest, dividends, and capital appreciation) shall be deducted from the total amount of retirement pay to which a teacher would be entitled pursuant to Article V of this Contract. If the value of the teacher's 401(a) account at the time the teacher severs his/her employment relationship with the school corporation, is less than the value of the Board's contributions to the teacher's 401(a) account, the value of the contributions to the teacher's 401(a) account shall be deducted from the total amount of retirement pay to which the teacher would be entitled pursuant to Article V of this Contract. The remaining retirement pay shall be paid out pursuant to Article V of this Contract.

For teachers hired on or after July 1, 1999, the contributions to the 401(a) will vest with that teacher after the teacher completes five (5) years of continuous service with the School Corporation. For purposes of this section, one (1) year of service shall be credited upon completion of one hundred twenty (120) school days in a given school year. If the employment relationship of a teacher is severed with the School Corporation prior to the 401(a) account vesting, the amount in the account shall revert back to the School Corporation.

**Section 6.4      *401(a) Vendor.***

The vendor for the 401(a) Plan shall be selected by mutual agreement of the School Corporation and the Association.

**Section 6.5      *VEBA Plan.***

The Board has established and maintains a qualified retirement plan for all teachers pursuant to VEBA requirements of the U.S. Internal Revenue Code ("VEBA Plan"). The Board will contribute an amount equal to one percent (1%) of each teacher's compensation annually into the VEBA Plan on behalf of each

teacher. This annual one percent (1%) contribution will be deposited into the VEBA Plan on a monthly basis.

**Section 6.6      *VEBA Vesting.***

The contributions to the VEBA plan will vest with that teacher after the teacher completes one (1) year of service with the School Corporation. For purposes of this section, one (1) year of service shall be credited upon completion of one hundred twenty (120) school days in a given school year. If the employment relationship of a teacher is severed with the School Corporation prior to the VEBA account vesting, the amount in the account shall revert back to the School Corporation.

**Section 676      *VEBA Vendor.***

The vendor for the VEBA Plan shall be selected by mutual agreement of the School Corporation and the Association.

## **ARTICLE VII**

### **GROUP INSURANCE**

**Section 7.1      *Insurance Benefits.***

Life, accidental death and dismemberment, hospitalization and surgical and major medical, dental, and vision group insurance benefits shall be available to all teachers on the terms and conditions and in the amounts effective in this Contract with the selected insurance company. An eligible teacher can acquire coverage for his/her dependents (those qualified for eligibility by the carrier) as well as for himself/herself. A teacher must be a full-time equivalent of 0.5 or more to be eligible to participate in the group insurance benefits. A teacher who is a full-time equivalent of 0.5 or more shall be eligible for full School Corporation contributions toward the group insurance benefits.

**Section 7.2      *Premiums.***

The School Corporation shall pay an amount toward the cost of individual and all family plans of hospitalization, surgical, and major medical group insurance with the teacher paying no less than one dollar (\$1.00). The dollar amounts paid by the School Corporation toward the cost of individual and all family plans of hospitalization, surgical, and major medical group insurance shall be the following:

|                  |                   |
|------------------|-------------------|
| Employee only    | 95.00% of premium |
| Employee/child   | 74.15% of premium |
| Employee/Spouse  | 63.55% of premium |
| Employee/Family  | 53.38% of premium |
| Employee/Spouse* | 95.32% of premium |
| Employee/Family* | 80.07% of premium |

\*Both spouses are eligible employees of the School Corporation.

Any teacher at his/her option, may choose not to participate in the major medical group insurance for the plan year (Jan. through Dec.) and receive a yearly payment of six hundred dollars (\$600.00), with three-hundred dollars (\$300.00) payable the second pay of June, and with three-hundred dollars (\$300.00) payable the first pay of September so long as the teacher is still employed with the Corporation.

**Section 7.3      *Dental Plans.***

The dollar amounts paid annually by the School Corporation toward the cost of individual and all family dental plans, agreed to by the parties, shall be the following:

|                          |          |
|--------------------------|----------|
| Employee only            | \$206.50 |
| Employee/Spouse          | \$403.68 |
| Employee/Child           | \$413.38 |
| Employee/Spouse/Children | \$702.62 |

**Section 7.4 Vision Plan.**

All teachers shall participate in the vision insurance plan. The dollar amounts paid annually by the School Corporation toward the cost of single and family vision plans, agreed to by the parties, shall be the following:

|             |          |
|-------------|----------|
| Single Plan | \$141.68 |
| Family Plan | \$289.52 |

**Section 7.5 Life Insurance.**

The School Corporation shall pay the full premium cost, less one dollar (\$1.00) paid by a participating teacher, of the life, accidental death and dismemberment insurance coverage for teachers with face value of the policy determined by the regular contract salary. The maximum face value shall be \$70,000.00. Effective the first of the month following thirty (30) days after ratification, the death benefit will increase to \$100,000.

**Section 7.6 Disability Insurance.**

The School Corporation shall provide and cover the full cost, less one dollar (\$1.00) paid by a participating teacher, of a group long-term disability (income protection) insurance policy. Specific carrier, terms, benefits, and related conditions shall be determined by the School Corporation after discussions with the Association. The specific terms and provisions of such coverage shall be available to all staff members. This communication shall be in written form and shall include such information as “elimination period,” “basis of benefit amount and coordination with other similar coverage,” and “procedure for application and receipt of benefits.”

**Section 7.7 Tax-Sheltered Retirement Programs.**

The School Corporation shall provide teachers the opportunity to participate in voluntary tax-sheltered retirement programs approved by the Association and the School Corporation.

**Section 7.8 Changes in Coverage.**

Changes in the insurance benefits provided by this Contract may be made only by written agreement of the Board and the Association.

**Section 7.9 High Deductible Health Plan / Health Savings Account (HSA).**

Teachers who elect to participate in the High Deductible Health Plan shall be eligible for a corporation-sponsored Health Savings Account (HSA).

|                                                               | 2024    | 2025    |
|---------------------------------------------------------------|---------|---------|
| Employee Only                                                 | \$2,000 | \$2,000 |
| Employee/Spouse                                               | \$3,000 | \$3,000 |
| Employee/Child                                                | \$3,000 | \$3,000 |
| Employee/Spouse/Children                                      | \$3,000 | \$3,000 |
| Employee/Spouse*                                              | \$3,000 | \$3,000 |
| Employee/Spouse/Children*                                     | \$5,000 | \$5,000 |
| *Both spouses are eligible employees covered by this contract |         |         |

The School Corporation shall pay into the teacher’s HSA the seed money equally distributed in two payments each plan year, effective the second pay in January and the first pay in October. New hires starting each school year will receive their pro-rated payment on the first pay in October. Any teacher who enrolls in the HSA shall have immediate access to the money deposited to use or to take with him should he leave the school corporation. If the teacher is no longer with the school corporation prior to the

date the seed money is deposited to the HSA, the school corporation is not obligated to deposit the money. The vendor of West Lafayette Community School Corporation's HSA shall be selected by mutual agreement of the School Corporation and the Association.

## **ARTICLE VIII**

### **TERM OF CONTRACT**

***Section 8.1      Term.***

This Contract shall be effective as of August 8, 2023, and shall continue in effect through June 30, 2025.

***Section 8.2      Extension.***

This Contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated above.

## **ARTICLE IX**

### **MISCELLANEOUS**

***Section 9.1      Individual Teacher Contracts.***

Any individual contract between the Board and an individual teacher shall be on the form prepared by the State Superintendent of Public Instruction.

***Section 9.2      Severability.***

If any provisions of this Contract or any application of this Contract to any party to this Contract or member of the Bargaining Unit is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting; except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

***Section 9.3      Entire Agreement.***

The parties acknowledge that during the negotiations which resulted in this Contract, each had the unlimited right and the opportunity to make demands and proposals with respect to the subjects of collective bargaining defined by Ind. Code 20-29-6-4 and the matters referenced in Ind. Code 20-29-6-5. All of the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Contract.

***Section 9.4      Section and Paragraph Headings.***

Section and paragraph headings are for purposes of convenience and identification only and shall not be used to interpret or construe this Contract.

**Section 9.5      *Public meeting and hearing attestations***

The undersigned attest to the following:

1. A public hearing was held in compliance with IC § 20-29-6-1(b) on September 11, 2023, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on October 3, 2023, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

BOARD OF SCHOOL TRUSTEES  
WEST LAFAYETTE COMMUNITY  
SCHOOL CORPORATION

WEST LAFAYETTE EDUCATION  
ASSOCIATION

By: Rachel Witt  
President

By: \_\_\_\_\_  
President

Signature \_\_\_\_\_

Signature \_\_\_\_\_

By: Amy Austin  
Secretary

By: \_\_\_\_\_  
Co-President

Signature \_\_\_\_\_

Signature \_\_\_\_\_

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

## COMPENSATION GUIDELINES 2023-2025

### COMPENSATION MODEL FOR WEST LAFAYETTE COMMUNITY SCHOOL CORP.

#### PROFESSIONAL COMPENSATION

- A. The overall salary range for teachers prior to any increase under this agreement is **\$47,250 to \$95,456**.
- B. Teachers new to the school corporation  
A newly hired teacher shall be placed on the new teacher salary schedule in the column and row that corresponds to the teacher's education and experience.
- C. Compensation Model
  1. The compensation model will be used to determine individual teacher increases in salary within the salary range.
  2. Eligibility  
All of the following are required to qualify for a base salary increase under this Contract Agreement:
    - a. Year of experience-as defined by INPRS.
    - b. Evaluation rating of Effective or Highly Effective in the previous school year.
    - c. Employment in the West Lafayette Community School Corporation for at least one hundred twenty (120) days in the previous school year.
    - d. For newly hired teachers, one full year of teaching experience or its equivalency shall be defined as follows:
      - 1) Teaching experience to equal 120 days (in one school year) in any state accredited elementary or secondary school recognized by INPRS or other out of state teachers' retirement fund. Verification of out of state retirement fund membership must be obtained by the teacher.
      - 2) Teaching experience to equal 120 days in any one school year in any elementary or secondary school maintained by the US Government or teaching experience gained in Federally funded programs, as approved by the US Department of Education.
      - 3) Up to 7 years of experience may be granted in the area of CTE for non-teaching professional or industry experience if determined appropriate by the Superintendent in discussion with the Association.
  3. The total available base salary increase for the 2023-2024 school year is \$3,000, and the available base salary increase for the 2024-2025 school year is \$1,500.
  4. Salary increases for **2023-2024** are based on:
    - a. *Evaluation*—Receipt of an Effective or Highly Effective evaluation rating = \$2,500
    - b. *Year of experience* = \$500
    - c. *Academic Need*—The academic needs increase is a differentiated teacher catch-up to allow current teachers to receive a salary adjusted in comparison to starting base salaries of new teachers. Meeting academic needs of students is defined as the need to retain teachers important to the corporation. Based on this factor, an eligible teacher whose salary does not appear in Appendix A will have an amount added to factors (a) and (b) to result in a total \$3,000 increase above the teacher's 2022-2023 salary.
    - e. A teacher's salary will be unchanged until the teacher meets the requirements for an increase under this Contract Agreement as described above. No teacher rated Ineffective or Needs Improvement will receive any increase in compensation.

f. No teacher rated Ineffective or Needs Improvement will receive any increase in compensation. The amount that would otherwise have been allocated for the salary increase of teachers rated Ineffective or Needs Improvement shall be allocated for compensation of all eligible teachers as a one-time stipend.

5. Salary increases for **2024-2025** are based on:

a. *Evaluation*—Receipt of an Effective or Highly Effective evaluation rating = \$1,000

b. *Year of experience* = \$500

c. *Academic Need*—The academic needs increase is a differentiated teacher catch-up to allow current teachers to receive a salary adjusted in comparison to starting base salaries of new teachers. Meeting academic needs of students is defined as the need to retain teachers important to the corporation. Based on this factor, an eligible teacher whose salary does not appear in Appendix A will have an amount added to factors (a) and (b) to result in a total \$1,500 increase above the teacher's 2023-2024 salary.

e. A teacher's salary will be unchanged until the teacher meets the requirements for an increase under this Contract Agreement as described above. No teacher rated Ineffective or Needs Improvement will receive any increase in compensation.

f. No teacher rated Ineffective or Needs Improvement will receive any increase in compensation. The amount that would otherwise have been allocated for the salary increase of teachers rated Ineffective or Needs Improvement shall be allocated for compensation of all eligible teachers as a one-time stipend.

Appendix A contains a chart illustrative of salary permutations within the bargaining unit following implementation of this compensation model. *This chart does not illustrate the application of the compensation model and is not being used to determine salary increases under this Agreement. Salary increases under this Agreement are determined based on the above compensation model.*

## APPENDIX A

| APPENDIX A<br>2023 - 2024 SALARY TABLE |        |        |        |        |        |
|----------------------------------------|--------|--------|--------|--------|--------|
|                                        | B      | B+15   | M      | M+15   | M+30   |
| 0                                      | 50,250 | 51,500 | 52,650 | 53,950 | 55,350 |
| 1                                      | 51,200 | 52,600 | 53,930 | 55,330 | 56,740 |
| 2                                      | 52,150 | 53,700 | 55,210 | 56,710 | 58,130 |
| 3                                      | 53,100 | 54,800 | 56,490 | 58,090 | 59,520 |
| 4                                      | 54,050 | 55,900 | 57,770 | 59,470 | 60,910 |
| 5                                      | 55,000 | 57,000 | 59,050 | 60,850 | 62,300 |
| 6                                      | 55,950 | 58,100 | 60,330 | 62,230 | 63,690 |
| 7                                      | 56,900 | 59,200 | 61,610 | 63,610 | 65,080 |
| 8                                      | 57,850 | 60,300 | 62,890 | 64,990 | 66,470 |
| 9                                      | 58,800 | 61,400 | 64,170 | 66,370 | 67,860 |
| 10                                     | 59,750 | 62,500 | 65,450 | 67,750 | 69,250 |
| 11                                     | 60,700 | 63,600 | 66,730 | 69,130 | 70,640 |
| 12                                     | 61,650 | 64,700 | 68,010 | 70,510 | 72,030 |
| 13                                     | 62,600 | 65,800 | 69,290 | 71,890 | 73,420 |
| 14                                     | 63,550 | 66,900 | 70,570 | 73,270 | 74,810 |
| 15                                     | 64,500 | 68,000 | 71,850 | 74,650 | 76,200 |
| 16                                     | 65,450 | 69,100 | 73,130 | 76,030 | 77,590 |
| 17                                     | 66,400 | 70,200 | 74,410 | 77,410 | 78,980 |
| 18                                     | 67,350 | 71,300 | 75,690 | 78,790 | 80,370 |
| 19                                     | 68,300 | 72,400 | 76,970 | 80,170 | 81,760 |
| 20                                     | 69,250 | 73,500 | 78,250 | 81,550 | 83,150 |
| 21                                     | 70,200 | 74,600 | 79,530 | 82,930 | 84,540 |
| 22                                     | 71,150 | 75,700 | 80,810 | 84,310 | 85,930 |
| 23                                     | 72,100 | 76,800 | 82,090 | 85,690 | 87,320 |
| 24                                     | 73,050 | 77,900 | 83,370 | 87,070 | 88,710 |
| 25                                     | 74,000 | 79,000 | 84,650 | 88,450 | 90,100 |

| APPENDIX A<br>2024 -2025 SALARY TABLE |        |        |        |        |        |
|---------------------------------------|--------|--------|--------|--------|--------|
|                                       | B      | B+15   | M      | M+15   | M+30   |
| 0                                     | 51,750 | 53,000 | 54,150 | 55,450 | 56,850 |
| 1                                     | 52,700 | 54,100 | 55,430 | 56,830 | 58,240 |
| 2                                     | 53,650 | 55,200 | 56,710 | 58,210 | 59,630 |
| 3                                     | 54,600 | 56,300 | 57,990 | 59,590 | 61,020 |
| 4                                     | 55,550 | 57,400 | 59,270 | 60,970 | 62,410 |
| 5                                     | 56,500 | 58,500 | 60,550 | 62,350 | 63,800 |
| 6                                     | 57,450 | 59,600 | 61,830 | 63,730 | 65,190 |
| 7                                     | 58,400 | 60,700 | 63,110 | 65,110 | 66,580 |
| 8                                     | 59,350 | 61,800 | 64,390 | 66,490 | 67,970 |
| 9                                     | 60,300 | 62,900 | 65,670 | 67,870 | 69,360 |
| 10                                    | 61,250 | 64,000 | 66,950 | 69,250 | 70,750 |
| 11                                    | 62,200 | 65,100 | 68,230 | 70,630 | 72,140 |
| 12                                    | 63,150 | 66,200 | 69,510 | 72,010 | 73,530 |
| 13                                    | 64,100 | 67,300 | 70,790 | 73,390 | 74,920 |
| 14                                    | 65,050 | 68,400 | 72,070 | 74,770 | 76,310 |
| 15                                    | 66,000 | 69,500 | 73,350 | 76,150 | 77,700 |
| 16                                    | 66,950 | 70,600 | 74,630 | 77,530 | 79,090 |
| 17                                    | 67,900 | 71,700 | 75,910 | 78,910 | 80,480 |
| 18                                    | 68,850 | 72,800 | 77,190 | 80,290 | 81,870 |
| 19                                    | 69,800 | 73,900 | 78,470 | 81,670 | 83,260 |
| 20                                    | 70,750 | 75,000 | 79,750 | 83,050 | 84,650 |
| 21                                    | 71,700 | 76,100 | 81,030 | 84,430 | 86,040 |
| 22                                    | 72,650 | 77,200 | 82,310 | 85,810 | 87,430 |
| 23                                    | 73,600 | 78,300 | 83,590 | 87,190 | 88,820 |
| 24                                    | 74,550 | 79,400 | 84,870 | 88,570 | 90,210 |
| 25                                    | 75,500 | 80,500 | 86,150 | 89,950 | 91,600 |

| <b>EXHIBIT B</b><br><b>2023-2025 EXTRA-CURRICULAR COMPENSATION SCHEDULE</b> |                    |
|-----------------------------------------------------------------------------|--------------------|
| <b>Position Titles</b>                                                      | <b>Annual Rate</b> |
| <b>Category I</b>                                                           |                    |
| High School Football Head                                                   | 12,600             |
| High School Boys Basketball Head                                            | 12,600             |
| High School Girls Basketball Head                                           | 12,600             |
| High School Volleyball Head                                                 | 5,355              |
| High School Wrestling Head                                                  | 5,355              |
| High School Boys Track Head                                                 | 5,355              |
| High School Girls Track Head                                                | 5,355              |
| High School Baseball Head                                                   | 5,355              |
| High School Softball Head                                                   | 5,355              |
| High School Boys Swim Head                                                  | 5,355              |
| High School Girls Swim Head                                                 | 5,355              |
| High School Boys Soccer Head                                                | 5,355              |
| High School Girls Soccer Head                                               | 5,355              |
| High School Boys Cross Country Head                                         | 5,355              |
| High School Girls Cross Country Head                                        | 5,355              |
| High School Girls Tennis Head                                               | 3,749              |
| High School Boys Tennis Head                                                | 3,749              |
| High School Girls Golf Head                                                 | 3,749              |
| High School Boys Golf Head                                                  | 3,749              |
| <b>Category II</b>                                                          |                    |
| High School Football Assistants                                             | 4,780              |
| High School Boys Basketball Assistants                                      | 4,780              |
| High School Girls Basketball Assistants                                     | 4,780              |
| Jr./Sr. High Athletic Supervisors                                           | 4,780              |
| High School Marching Band Directors                                         | 4,780              |
| High School Debate Head                                                     | 4,780              |
| <b>Category III</b>                                                         |                    |
| High School Choral Coach                                                    | 3,258              |
| High School Strength Coach                                                  | 3,258              |
| High School Cheerleader Coach                                               | 3,258              |
| High School Robotics Head Coach                                             | 3,258              |
| High School Musical Director                                                | 3,258              |
| High School Band Directors                                                  | 3,258              |
| High School Yearbook Sponsor                                                | 3,258              |
| High School Dance Team                                                      | 3,258              |
| <b>Category IV</b>                                                          |                    |
| High School Softball Assistant                                              | 2,621              |
| High School Baseball Assistant                                              | 2,621              |

|                                               |       |
|-----------------------------------------------|-------|
| High School Volleyball Assistant              | 2,621 |
| High School Wrestling Assistant               | 2,621 |
| High School Boys Track Assistant              | 2,621 |
| High School Girls Track Assistant             | 2,621 |
| High School Boys Swim Assistant               | 2,621 |
| High School Girls Swim Assistant              | 2,621 |
| High School Boys Soccer Assistant             | 2,621 |
| High School Girls Soccer Assistant            | 2,621 |
| High School Boys Tennis Assistant             | 2,621 |
| High School Girls Tennis Assistant            | 2,621 |
| Junior High Wrestling Head                    | 2,621 |
| Junior High Boys Football Head                | 2,621 |
| Junior High Boys Basketball Heads             | 2,621 |
| Junior High Girls Basketball Head             | 2,621 |
| Junior High Volleyball Heads                  | 2,621 |
| Junior High Boys Track Head                   | 2,621 |
| Junior High Girls Track Head                  | 2,621 |
| Junior High Cross Country Head                | 2,621 |
| Junior High Cheerleader Coach                 | 2,621 |
| High School Cheerleader Assistant Coach       | 2,621 |
| High School Play Director                     | 2,621 |
| High School Debate Assistant                  | 2,621 |
| High School Robotics Assistant Coach          | 2,621 |
| High School Marching Band Assistant Directors | 2,621 |
| Video/TEC Director                            | 2,621 |
| Choral Director                               | 2,621 |
| Orchestra Directors                           | 2,621 |
| High School Color Guard                       | 2,621 |
| HS Assistant Boys Cross-Country Coaches       | 2,621 |
| HS Assistant Girls Cross-Country Coaches      | 2,621 |
| High School Newspaper Sponsor                 | 2,621 |
| <b>Category V</b>                             |       |
| Junior High Football Assistants               | 2,107 |
| Junior High Golf Head                         | 2,107 |
| 7th Grade Girls Basketball Assistant          | 2,107 |
| 7th Grade Boys Basketball Assistant           | 2,107 |
| 8th Grade Girls Basketball Assistant          | 2,107 |
| 8th Grade Boys Basketball Assistant           | 2,107 |
| 7th Grade Volleyball Assistant                | 2,107 |
| 8th Grade Volleyball Assistant                | 2,107 |
| Junior High Cross-Country Assistant           | 2,107 |

|                                                      |       |
|------------------------------------------------------|-------|
| Junior High Wrestling Assistant                      | 2,107 |
| Unified Track Coaches                                | 2,107 |
| Junior High Assistant Track (Co-Ed)                  | 2,107 |
| High School Musical Assistants                       | 2,107 |
| Music Accompanist                                    | 2,107 |
| JH Play Sponsor                                      | 2,107 |
| WLIS Choir Director                                  | 2,107 |
| <b>Category VI</b>                                   |       |
| High School Boys' Golf Assistant                     | 1,550 |
| High School Girls' Golf Assistant                    | 1,550 |
| High School Aquatics Director                        | 1,550 |
| Junior High Event Supervisor                         | 1,550 |
| Fifth Grade Camp Director                            | 1,550 |
| Junior High <i>Math Counts</i> Sponsors              | 1,550 |
| Junior High Year Book Sponsor                        | 1,550 |
| WLIS <i>Math Counts</i>                              | 1,550 |
| WLIS Math Bowl                                       | 1,550 |
| Junior High Student Council Sponsor                  | 1,550 |
| High School Student Council Sponsors                 | 1,550 |
| WLIS Newspaper Sponsor                               | 1,550 |
| WLIS Yearbook Sponsor                                | 1,550 |
| Unified Football Coach                               | 1,550 |
| WLHS Dance Assistant                                 | 1,550 |
| <b>Stipend Positions</b>                             |       |
| Elementary School LEGO Robotics Sponsors             | 1,062 |
| Elementary School Math Club Sponsors                 | 348   |
| Elementary School Sunshine Club Sponsors             | 348   |
| Elementary Yearbook Coordinator                      | 348   |
| Intermediate School Fifth Grade Camp Overnight Staff | 135   |
| Intermediate School Spell Bowl Sponsors              | 1,550 |
| Intermediate School Student Council Sponsors         | 348   |
| Junior High School Academic Competition Coaches      | 348   |
| Junior High School Academic Competition Coordinator  | 348   |
| Junior High School LEGO Robotics Sponsors            | 1,062 |
| Junior High School Math Competition Coordinator      | 348   |
| Junior High School Olympiad Coordinator              | 695   |
| Junior High School Spell Bowl                        | 187   |
| High School Academic Competition Coaches             | 348   |
| High School Best Buddies Coordinators                | 695   |
| High School BOSS Sponsor                             | 348   |
| High School ECO Club                                 | 348   |

|                                              |       |
|----------------------------------------------|-------|
| High School Junior Class Sponsor             | 871   |
| High School Math Pentathlon Sponsors         | 187   |
| High School National Honor Society           | 695   |
| High School Reach Sponsor                    | 348   |
| High School Academic Competition Coordinator | 348   |
| High School Science Olympiad Sponsor         | 1,062 |
| High School Spell Bowl Sponsor               | 187   |
| High School Varsity Pep Band                 | 1,018 |
| High School VISTA Sponsor                    | 1,062 |
| High School WeSSO Sponsor                    | 348   |
| High School WLDM Sponsor                     | 1,062 |
| High School Percussion Ensemble              | 1,000 |
| School/Corp/Athletics Webmasters             | 3,158 |

1. Additional assistant and/or Fifth Grade Camp positions beyond the Position Titles and Maximum Number in Each Capacity may be added or deleted by the Superintendent each year on an as needed basis. Pay will be based on the specific assistant position providing such a position exists; where no such position exists, the Superintendent will determine the salary until a recommendation can be submitted through the ECA Study and Review Committee to the Board/Association Negotiation Team for final determination.
2. A joint committee appointed by the Superintendent and Association to study the entire Extracurricular Salary Schedule shall meet during each contract period to make a recommendation to the Board/Association Negotiating Team for consideration of revisions in the Master Contract.
3. All ECA positions will increase 2% effective with the 2023-2024 school year.