

MASTER CONTRACT  
BETWEEN THE  
BOARD OF SCHOOL TRUSTEES

OF

FORT WAYNE  
COMMUNITY SCHOOLS  
1200 South Clinton Street  
Fort Wayne, IN 46802-3594

AND

FORT WAYNE  
EDUCATION ASSOCIATION, INC.  
2990 East Coliseum, Suite 100  
Fort Wayne, IN 46805  
an Affiliate of the Indiana State Teachers Association  
and the National Education Association

July 1, 2017 – June 30, 2019

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Wendy Robinson

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## Preamble

This Master Contract is entered into by and between the Board of School Trustees of the Fort Wayne Community Schools, hereinafter called the "Board," and the Fort Wayne Education Association, Inc., an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association." The Board and the Association recognize as their mutual goal the providing of a quality education for all students of the School District. The achievement of such a goal is directly related to quality and morale of all employees and requires the cooperation and understanding between the Administration and teaching staffs. The following master contract covering certain terms and conditions of employment for teachers has been developed through negotiation between the Board and its representatives and the Association and its representatives.

## Definitions

1. The terms "Board," "Administration" and "Association," when used in this contract, shall include authorized officers and designated representatives.
2. The term "hourly rate," unless otherwise specified, is computed using the teacher's base salary divided by a number determined by multiplying the number of contracted days times the minimum number of work hours in a work day.
3. The term "length of service," when used in this contract, shall mean the teacher's continuous period of employment under a regular teacher's contract in the Fort Wayne Community Schools as a member of the bargaining unit, including approved leaves of absence, layoffs, and services in administrative intern positions. The length of service shall commence to accumulate the date the Board approved the teacher's contract or the date the teacher began to teach under a regular contract, whichever is earlier. If more than one teacher commenced service on the same date, the date of the first contract signed commencing continuous service shall be the date used for beginning the teacher's service. In the event that a tie-breaker is required, the sum of the last four digits of the teachers' social security numbers will be used, with the higher sum being the more senior. Should this still result in a tie, lots shall be drawn.

## Article 1: Recognition

- A. The Board recognizes the Association as the sole and exclusive bargaining agent for the classroom teachers. The term "classroom teachers," hereinafter called "teachers," is defined as meaning all professional personnel employed by the Board whose official assignment requires a classroom teacher's license or Indiana Workplace License, but specifically excludes Superintendent and Assistants, Area Administrators, Directors and Assistants, Supervisors, Principals and Assistants, Guidance Personnel and employees serving as Substitute Teachers.
- B. The Board recognizes the value of services provided by the Association to all teachers, not just members. The Board encourages teachers to become active members, and provides for Association involvement in new teacher orientation and will provide membership and enrollment information with new employee materials.
- C. The Board and Association agree that any teacher who regularly teaches one or more classes shall belong to the teacher bargaining unit with all the rights, benefits, and privileges thereof.
- D. The parties agree that coaches, interventionists, and any teacher on special assignment belong to the teacher bargaining unit with all the rights, benefits and privileges thereof.
- E. This recognition shall be continuing until such time as the Board is shown evidence in accordance with I.C. 20-29-5 et seq. that the Association is no longer the representative of classroom teachers.

## Article 2: Grievance Procedure

- A. A grievance shall be defined as an alleged violation of an express provision of the master contract.
- B. If a potential grievance involves an individual teacher, it shall be discussed informally with the building principal. The teacher may involve the Association's building representative in the discussion at the teacher's option.
- C. If after this discussion, the teacher believes there is a basis for a formal grievance, or if the Association believes there is a basis for a class grievance, the aggrieved party shall file a written grievance with the building principal or Employee Relations Department no later than seven school days after the occurrence that gave rise to the alleged grievance or after the aggrieved party became aware of the occurrence, whichever is later.
- D. Within ten school days of the filing of the grievance, the parties shall meet to review it, gather facts and discuss possible resolution. If the grievance is not resolved, a written answer with copies to all concerned shall be returned within five (5) school days of the meeting. In the event that a meeting is not held, or no answer is given within the time required, the grievance shall advance to the next step.
- E. If the grievance is not resolved at the meeting or by the written answer, or if no answer is given, the aggrieved party may, within twenty school days after the filing of the grievance, file a notice of arbitration with the Joint Communications Committee. The grievance shall be discussed at the next meeting of the Joint Communications Committee. If it is not resolved, either party may request arbitration.
- F. Arbitration is requested by letter, with a copy to the non-requesting party, to the American Arbitration Association requesting that they select an impartial arbitrator and conduct the arbitration proceedings. Both parties agree that the American Arbitration Association shall conduct the arbitration according to its rules. The arbitrator may apply this agreement to the case under consideration but shall have no authority to add to, subtract from or modify the terms of this master contract. If within the terms of his/her authority, the decision of the arbitrator shall be final and binding on the parties. Upon request, the parties shall exchange information reasonably necessary to prepare for any scheduled arbitration, including lists of witnesses and exhibits.
- G. The Joint Communications Committee may, at any time between the informal building level discussion and arbitration, agree to suspend all timelines to gather information, attempt mediation or otherwise interrupt the process. Any such suspension of timelines shall be documented in writing. Unless suspended, time limits shall be strictly observed.
- H. The Association shall be informed prior to any adjustment. No adjustment shall take place contrary to negotiated policy.



*Article 2: Grievance Procedures (continued)*

- I. The cost of the American Arbitration Association arbitrator shall be shared equally by the parties.
- J. All grievances initiated prior to the expiration of this contract shall be resolved according to this grievance procedure.
- K. The rules and regulations of the American Arbitration Association shall be followed if expedited arbitration is utilized on any dispute regarding this contract.
- L. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participant. The documents, communications and records shall not become part of any file that is utilized in the promotion process nor shall they be used in any recommendation for job replacement.

## Article 3: Absence and Leave

### A. Paid Leave General Provisions

1. Teachers needing to be absent for reasons set forth in this Article as paid leave shall notify their principal or designee and specify the category and length of the leave in order that a substitute may be obtained.
2. Teachers returning from an absence with permission or a paid leave situation shall sign and submit to their unit head a written statement upon the form prescribed by the Superintendent setting forth the category under which the paid leave or absence with permission should be recorded for payroll purposes.
3. A teacher returning from an absence is not guaranteed a return to his/her former position unless required by law. The teacher is guaranteed a position if an open position for which the teacher is qualified exists.
4. Teachers shall not have any leave days deducted when school is closed by the Superintendent.
5. All leave, paid and unpaid, must be taken in four or eight hour increments.

### B. Specific Provisions

#### 1. Personal Illness Hours

A full-time teacher shall be allowed 80 hours each school year with full pay, cumulative to a total of 960 hours, for personal illness. Benefit hours for less than full-time teachers are pro-rated. For newly hired teachers, cumulative personal illness hours will be transferred from the last school corporation and credited in full at the beginning of the second school year of employment the Fort Wayne Community Schools, but limited to 960 hours maximum. If it becomes necessary to use three consecutive days (24 hours) in a school year because of personal illness, teachers must notify their unit head as FMLA paperwork will need to be sent to the employee.

#### 2. Paid Leave Family Illness Hours

- a. 24 hours per school year shall be allowed for illness in the teacher's family. Unused family illness hours may be carried over to the next school year and shall accumulate to a maximum of 72 hours. If it becomes necessary to use three consecutive days (24 hours) in a school year because of illness in the family, teachers must notify their unit head as FMLA paperwork will need to be sent to the employee.

- b. A teacher who has used all family illness hours shall be allowed to use 24 personal illness hours per school year to accommodate family illness. Teachers must communicate to their principal that these personal illness hours are for family illness, so that Human Resources and Payroll can accurately track leave. Such requests shall be directed to the teacher's building principal or unit head.
- c. Any teacher who is absent from school under a paid absence category of this contract shall not lose pay for hours from the paid category involved if the school(s) is/are closed by the Board and as long as a substitute was not paid for the day.

3. Sick Leave Bank

The Sick Leave Bank is a program where regular-contract teachers contribute personal illness or business hours to a bank, to use if their individual personal illness and business hours are exhausted and they experience a long-term illness or surgery.

Teachers may join the Sick Leave Bank only during an open-enrollment period.

Human Resources shall send the Sick Leave Bank Letter to all teachers reminding them of the Sick Leave Bank policies set forth herein within the first 30 workdays of each school year. The open-enrollment period is defined as two weeks immediately following the date the Sick Bank Letter is sent, or for newly-hired teachers, the teacher's first 30 days of employment. During open-enrollment, every eligible teacher will be given the opportunity to participate in the Sick Leave Bank by contributing 8 hours from their sick leave allotment. Only participants in the Bank are eligible for access to Bank hours. Any teacher in need of additional sick leave hours may apply to the Joint Sick Leave Committee for consideration of the request. The criteria that must be met by the teacher applying for Sick Leave Bank hours are:

- a. Teachers must have exhausted all of their personal illness and business hours before they request hours from the Sick Leave Bank,
- b. In order to be eligible to use Sick Leave Bank hours, teachers shall have been absent due to personal illness at least 10 consecutive school days immediately prior to the day they request hours from the Sick Leave Bank. If all benefit days have been exhausted, teachers will not be paid until they accumulate 10 consecutive school day absences at which time Sick Leave Bank would begin,
- c. The Sick Leave Bank hours requested shall apply to days prior to the date when the teacher's long-term disability insurance could or would commence, and

*Article 3: Absence and Paid Leave (continued)*

- d. The Sick Leave Bank hours shall take effect immediately following the exhaustion of the teacher's personal sick leave and personal business providing the above conditions have been met.
- e. Teachers must submit a letter to Human Resources requesting Sick Leave Bank hours along with a medical document from their doctor stating the reason for the request.

The Joint Sick Leave Committee consisting of the Director of Human Resources or designee and the Association President or designee shall administer the Sick Leave Bank.

The Board will provide the Joint Sick Leave Committee with accurate accounting of the number of hours and the names of participating teachers in the Sick Leave Bank as requested by the Joint Sick Leave Committee.

Any hours left over at the end of the school year shall carry over to succeeding years.

Those teachers who sold back personal illness hours the previous summer may borrow only a maximum of 120 hours or 15 days from the Bank the year following the summer they received the reimbursement.

Teachers with six or more FWCS contracts will be provided a maximum of 320 hours from the Sick Leave Bank. Teachers with less than six FWCS contracts will be provided a maximum of 160 hours from the Sick Leave Bank.

Temporary and substitute teachers are not regular-contract teachers and are not eligible for participation in the Sick Leave Bank.

4. Reimbursement for Unused Personal Illness, Family Illness and Personal Business Hours

Teachers may return to the Corporation any unused personal illness, family illness, or personal business hours subject to the following terms:

- a. Reimbursement shall be paid for increments of eight hours, at \$25 per eight hours.
- b. Payment shall be made annually in June at the end of each school year.
- c. Teachers who retire in the middle of a school year must return the appropriate form to HR by their last day of employment. They shall be reimbursed for unused hours within one calendar month.

- d. Teachers who are terminated or resign prior to the last day of school are not eligible for reimbursement for unused leave.
- e. The maximum number of hours for which a teacher may seek reimbursement is 120 hours per school year.
- f. Hours reimbursed will not be credited to the maximum accumulation for each category of leave.

Upon redeeming personal illness or personal business hours, the teacher will not be able to use more than 120 hours or 15 days from the Sick Leave Bank for the succeeding year.

## 5. Bereavement

- a. Teachers absent due to a death in their family shall be allowed up to 40 hours for leave time. Such hours shall normally begin immediately following the death, but may be taken within a sixty-day period following the death.
- b. For the purposes of bereavement leave only, family shall be defined as a teacher's:
  - spouse
  - children (including children of whom the teacher has legal guardianship)
  - step-children
  - parent
  - step-parent
  - grandparent
  - grandchild
  - brother/sister
  - step-brother/step-sister
  - parents-in-law
  - brother-in-law/sister-in-law
- c. 24 hours shall be allowed per school year for the death of relatives not included in the definition of family above.
- d. In cases of extenuating circumstances relative to deaths, the teacher through the principal shall refer questions to the Joint Communications Committee.

6. Pregnancy of the Teacher and Parental Leave

a. Childbirth

i. Paid leave for childbirth

1. Pregnancy of the teacher and childbirth. Pregnancy of the teacher is considered a period of temporary physical disability entitling teachers to use their accumulated personal illness or personal business hours for paid leave. Additionally, teachers who participate in the Sick Leave Bank may use hours from the Bank if otherwise eligible.
2. Birth of a teacher's child. For the birth of a teacher's child other than by pregnancy of the teacher, twenty-four hours paid leave shall be available to take immediately following the birth of the child if all family illness and/or personal business hours have been used.

- ii. Unpaid leave for childbirth. When teachers have used all of their accumulated personal illness, family illness, and personal business hours, they are entitled to unpaid leave as required by FMLA. The Board complies with all applicable provisions of the FMLA with respect to the birth of a teacher's child. Male and female teachers have the same right to take FMLA leave to bond with their child, but it must be taken within one year of the child's birth and must be taken as a continuous block of leave. FMLA provides up to twelve weeks (60 business days) of unpaid, job-protected leave per year for qualifying teachers, after their first year of employment with FWCS if they worked at least 1250 hours during their first year.

b. Adoption

- i. Paid Leave for Adoption. Teachers may use their accumulated personal business hours for paid leave for the adoption of a child by a teacher. Additionally, teachers are eligible for up to 40 hours of paid leave for adoption after they have used their personal business days.
- ii. Unpaid leave for Adoption/Foster Parenting. When teachers have used all of their accumulated personal business hours and adoption/foster parenting leave, they are entitled to unpaid leave as required by FMLA. The Board complies with all applicable provisions of the FMLA with respect to the adoption/foster parenting of a teacher's child.

## 7. Personal Business

Each teacher, according to law, shall be entitled to 16 hours for the transaction of personal business and for the conducting of personal or civic affairs during each year of employment. Only under exceptional circumstances may a teacher request the use of personal business hours to extend the following holidays:

- Labor Day
- Fall Break
- Thanksgiving
- Winter Break
- Martin Luther King Jr. Day
- Good Friday, or Presidents' Day if Good Friday falls during Spring Break
- Spring Break
- Memorial Day

If teachers would like to use personal business hours to extend these holidays, they must complete a Request for Absence – Certified and Classified from Human Resources. Teachers may not take personal business hours to extend a holiday unless approved by their principal, the Human Resources Department and their Assistant Superintendent.

Any unused personal business hours shall, at the end of each school year, be credited to the teacher's accumulation of personal illness hours

## 8. Court Responsibilities

- a. A teacher called for jury duty will receive regular pay.
- b. A teacher subpoenaed as a witness will receive regular pay for the time involved if the subpoena is for testimony concerning events occurring on the teachers job, except those subpoenaed by the Association in a suit against the Fort Wayne Community Schools.

## 9. Absence Due to Compensable Injury or Accident

Personal illness hours are not used or necessary in a compensable injury or accident situation.

## 10. Differential Pay for National Guard or Reserve Duty

A teacher who is a member of a recognized reserve component of the Armed Forces of the United States or the National Guard shall be entitled to a leave of absence for annual required active duty training.

*Article 3: Absence and Paid Leave (continued)*

A teacher shall be paid at the regular rate of pay for a period not to exceed 120 hours each school year. It shall be the obligation of the teacher to furnish acceptable evidence of training time and payment therefore to the payroll department and to reimburse the district for the amount of payment.

11. Paid Professional Leave Days

- b. Whenever the District requires a teacher to attend a professional learning conference or event during the school day, the teacher will be given paid professional leave. Expenses, if any, will be reimbursed in accordance with District policy.
  
- b. Speech Language Pathologist Certification. Speech Language Pathologists may attend the ASHA State Convention on a two-year rotation with 48 hours of paid leave in order to satisfy state and federal licensure requirements.

12. Association Days

The Association, through its president, shall be granted 200 hours (25 days) of paid leave each school year to be used for Association activities.

C. Unpaid Leave General Provisions

1. Application for Leave

A teacher may apply for a leave of absence through Human Resources subject to the following terms:

- a. A leave of absence may be granted for a period of time up to six (6) months
- b. The leave of absence may be renewed so long as the teacher's total leave does not exceed one (1) year.
- c. The period of time for a teacher's leave of absence will begin on the teacher's first date of absence
- d. After six (6) months of leave, the position will be posted.

2. Return From Leave

A teacher may return from a leave of absence subject to the following terms:

- a. In order to return to their former position, the teacher must return to work within six (6) months.



If a teacher returns from leave during a time when there is not a scheduled break in the academic calendar, it will be at the discretion of Human Resources, with input from the assistant superintendent and principal/unit head when the employee will return to the building.

Example: Employee has been out since the first date of school and is released to return February 1. If it is determined it is not in the best interest of the students, the employee will be given a contract as a permanent substitute with benefits until able to return to the classroom. In this case, the employee would return to the classroom at the start of the next school year.

- b. A teacher who returns to work after a leave of absence in excess of six (6) months will be considered surplus and may apply for open positions through the posting process when ready to return to work. If the surplus teacher applies for positions and is not recommended for a position, the surplus employee will be placed in a position only if a position is available in their area of licensure.
- c. After one (1) year, if the teacher does not obtain a position, the teacher would be considered to have resigned. The teacher may request to be considered for a certified substitute position.
- d. A leave of absence will not be granted for purposes of obtaining other employment. However, a teacher on leave who is not under a physician's care shall not be denied the opportunity to substitute in the District by reason of the fact that the teacher is on leave.
- e. When a teacher requests an unpaid leave of absence and has accumulated personal illness, family illness, or personal business hours, those hours shall remain when the teacher returns to work.
- f. If an employee has worked a minimum of 120 days in the current school year and has been approved for a leave for the remainder of the school year, the unit head must complete the employee's final summative evaluation. An employee must know their evaluation status when leaving, as this will be the employee's status upon return from leave.

If an employee has worked less than 120 days and has been approved for a leave for the remainder of the school year, then no final summative evaluation will be completed unless the unit head believes he or she has sufficient information to complete the evaluation. When the employee returns from leave, the last evaluation on file will be referenced.

Article 3: Absence and Paid Leave (continued)

3. Family and Medical Leave Act

Fort Wayne Community Schools complies with the provisions of the Family and Medical Leave Act of 1993. In administering the provisions of that Act, a teacher:

- a. shall be required to use applicable benefit leave hours while taking a family or medical leave;
- b. shall not lose insurance benefits;
- c. shall be permitted leave:
  - to care for a spouse, parent or child;
  - for the birth and care of a newborn child of the employee;
  - for the adoption of a child; or placement of foster child with the teacher
  - to take medical leave when the employee is unable to work because of a serious health condition; and
- d. shall continue to accrue seniority while on leave.

Teachers may be granted intermittent leave and/or a reduced schedule. If intermittent leave and/or a reduced schedule cannot be accommodated due to the needs of the classroom, teachers may remain as contract substitutes until the end of their leave or the end of the semester in which the leave is requested, whichever is later.

If it becomes necessary to use three consecutive days (24 hours) in a school year because of personal illness, teachers must notify their unit head as FMLA paperwork will need to be sent to the employee.

4. Other

Any other reason for leave not specifically enumerated in this Article will be considered for leave of absence based on individual merits.

D. FWEA President

Upon request by FWEA, the FWEA President shall be released by the School Board from their teaching assignment to carry out the duties of president. FWEA shall pay the President's appropriate salary and the School Board provide the President with insurance, fringe benefits and all other rights equivalent to a full-time teacher provided in the contract. At the conclusion of the term in office, the President shall return to his/her former teaching assignment.

*Article 3: Absence and Paid Leave (continued)*

Upon return to a teacher position following any full-time release for the Association President, the base salary of the returning President shall be set at an amount which would include any base pay increases for which the President would have been eligible had the President not been released.

## Article 4: Insurance and Health

### A. Insurance

The exact benefits provided and effective dates of group coverage under insurance plans negotiated between the Board and the Association are set forth in policies and individual booklets which become a part of this contract by reference.

### B. Health Benefits

#### 1. Group Health Benefits

- a. A full-time teacher is eligible to receive group health benefits provided by the benefit plans of the Corporation. Those employed as of December 31, 2011 may continue in the current PPO plan (the "Buy-Up Plan"). Those employed after December 31, 2011 may enroll in the corporation's revised PPO plan (the "Core Plan") or in the Corporation's High Deductible Health Plan (the "High Deductible Plan"). The Corporation shall pay 80% of the cost of the Core Plan. The balance of any cost shall be paid by the employee.
- b. Employees and eligible dependents on the Comprehensive Major Medical plan will also have use of the two FWCS Health and Wellness Centers. The clinics offer appointments with a doctor, physician assistant or nurse practitioner for health issues, blood draws, prescription refills and wellness coaching.
- c. In the event two employees are married and both spouses are employed by FWCS and eligible for health benefits, they are ineligible for single plans and must select one employee/spouse or employee/family plan.
- d. An annual open enrollment period will be held each fall based on Affordable Care Act (ACA) requirements.
- e. The child of a teacher who is retired shall be eligible to continue coverage in the Core Plan or High Deductible Plan at his/her own expense through COBRA until said child is ineligible for coverage.
- f. Eligible family members of deceased teachers shall have the option of continuing in the Core Plan or High Deductible Plan at his/her own expense through COBRA until coverage eligibility ends.
- g. The spouse of a retired teacher shall be eligible to continue in the Core Plan at his/her own expense until eligible for Medicare.

- h. Spouses of employees hired after January 1, 2014, who are eligible for health insurance coverage from their own employer are not eligible for Corporation group health benefits.

## 2. Group Term Life Insurance

A full-time teacher is eligible to receive convertible term life insurance in an amount equal to two times his/her gross contracted salary with the cost borne by the Board.

## 3. Long-term Disability Insurance

A full-time teacher shall receive a long-term disability insurance policy which includes benefits of  $66 \frac{2}{3}$  percent earnings after the later of any accumulated sick leave or 180 calendar days of disability and continuing during disability with such limits as described in the LTD benefit plan document. The Corporation shall pay the premium.

## 4. Liability Insurance

- a. The Board shall provide comprehensive general liability insurance for both bodily injury and property damage covering all teachers while performing normal work assignments. The Board purchases automobile liability insurance for all owned, non-owned, and hired vehicles for accidents for which they may become liable.
- b. The Board shall provide liability insurance for any teacher who in the course of his/her employment obligations transports students, including members of athletic teams, in the teacher's private motor vehicle.

## 5. Retirement

Any teacher who will have reached fifty-five (55) years of age on or before the employee's retirement date but who will not be eligible on that date for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq., and who will have completed fifteen (15) years of creditable employment with Fort Wayne Community Schools shall be eligible to continue health insurance in the Core Plan or High Deductible Plan without the HSA contribution until eligible for Medicare.

## 6. Section 125 Flexible Benefit Plan

Section 125 Flexible Benefit Plans will be offered to all bargaining unit members on a yearly basis in compliance with Internal Revenue Service regulations. The Administration shall through payroll deduction assure this option.

*Article 4: Insurance and Health (continued)*

C. Employee Assistance Program

An Employee Assistance Program will be available to all bargaining unit members and their eligible dependents. This program shall be evaluated annually. Additional information regarding this program is available through Human Resources.

## Article 5: 2003-2004 Severance Benefits

### A. Prior Agreements' Severance Benefits

This Article only applies to teachers who received the Buy Out of severance benefits under the 2003-2004 Agreement.

### B. Vesting Requirements

A teacher becomes vested in the Buy Out benefits of the 2003-2004 Agreement so that there is no forfeiture as follows:

1. For the VEBA contribution and 50% of the retirement contribution of Section C, ISTRF eligibility plus age 55 and 15 years of service with FWCS.
2. For the other 50% of the retirement contribution, ISTRF eligibility plus age 50 and 10 years of service with FWCS.

### C. Forfeitures

1. The accounts of teachers terminating employment prior to meeting vesting requirements shall be re-distributed to participating teachers.
2. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or reemployed by the school corporation. However, if the Board approves a leave of absence of an employee, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave. In the case where an employee is RIF'd, his/her account will not be forfeited if said employee is recalled and he/she accepts the recall; provided, however, that the period of leave or RIF may not exceed three (3) years without forfeiture.
3. VEBA. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection B of this Article, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by initially determining the present value calculations, and shall be determined by the Nyhart Company or its successor. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:

*Article 5: Severance Benefits (continued)*

- a. Employees who forfeited their VEBA accounts in the same year;
- b. Employees who previously forfeited their VEBA accounts; and
- c. Employees who have attained the age of fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, VEBA accounts of employees who have attained the age of fifty-nine (59), but who have not terminated employment may share in the reallocated forfeiture, but on a reduced basis.

4. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection B of this Article, the terminated employee's 401(a) plan account shall be forfeited. The forfeited amounts shall not be returned to the school corporation. Instead, forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) plan accounts in a manner similar to that used in initially determining the present value calculations and shall be determined by the Nyhart Company or its successor. Therefore, the 401(a) plan accounts of the following employees will not share in the reallocation of a forfeiture of a 401(a) plan account:

- a. Employees who forfeited their 401(a) plan accounts in the same year;
- b. Employees who previously forfeited their 401(a) plan accounts; and
- c. Employees who have attained the age of fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, 401(a) plan accounts of employees who have attained the age of fifty-nine (59), but who have not terminated employment may share in the reallocated forfeiture, but on a reduced basis.

5. The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) plan. All costs incurred in the Administration of the 401(a) plan and investment fees shall be paid from the plan assets.

#### D. Future Adjustments

The parties agree that this Section, or any other provision of this Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employee, prospective employee or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and Association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Section shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.



## Article 6: Retirement Savings 401(a) Annuity Plan

The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.

A retirement match will only be available if included in a Board approved budget.

The Board agrees to annually match up to 1.0% of each teacher's indexed salary (the salary listed on the teacher's contract before additional compensation) into each individual's separate 401(a) account, if that individual has deposited an equal amount into his/her own 403(b) account or as excess deposits to his/her TRF account in accordance with their rules and regulations. The Board shall deposit its annual contribution on or before July 10 of each year, based on employee deposits the prior fiscal year (July 1 – June 30). There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.

Each bargaining unit member is immediately vested in these individual 401(a) accounts upon signing his/her 6<sup>th</sup> contract with the Board. Forfeitures will be returned to the Board as an offset to future Board contributions.

## Article 7: Professional Compensation

### A. Compensation Model

#### 1. Definitions

a. System of Support:

The FWCS teacher-evaluation system, designed to support and encourage professional growth to ensure that each teacher is providing effective instruction to all students. The System of Support uses a modified version of the Indiana RISE Rubric which tracks four domains of teacher effectiveness (Purposeful Planning, Effective Instruction, Teacher Leadership and Core Professionalism) as well as student data to assign teachers to one of the four rating categories required by IC 20-28-11.5-4(c)(4).

b. Final Observation Rating:

A calculation of the rating of the four domains in the FWCS System of Support. Teacher competencies are rated and a final rating given for each domain, are calculated to determine the final observation rating.

c. Final Summative Rating:

The Final Summative Observation Rating combined with applicable student data for a school year in which a teacher was paid at least 120 school days.

d. Rating Categories:

- i. Highly Effective;
- ii. Effective;
- iii. Improvement Necessary;
- iv. Ineffective.

Only those teachers who receive a Final Summative Rating of Highly Effective or Effective and who do not negatively affect student achievement and growth are eligible for salary increases. Teachers rated Ineffective or Improvement Necessary are not eligible for salary increases.

e. Base Salary:

The salary of a teacher which continues from year to year absent a change in employment status.

f. Stipend:

A single lump sum payment which does not continue and which does not become part of the Base Salary.

g. Index:

A salary payment included in pay for additional duties, responsibilities or other reasons.

- h. Content-Area Master's Degree:  
A Master's Degree in an IDOE-defined content area directly related to the subject matter of any FWCS course taught by the teacher who possesses the degree, in compliance with IC 20-28-9-1.5(b) and approved by the Superintendent.
  - i. Reduction In Force (RIF):  
A reduction in the number of teachers employed by the Board resulting from conditions necessitating a reduction.
  - j. Surplus:  
A reduction in the number of teachers or an involuntary transfer of teachers based on their:
    - i. qualifications (a combination of teacher certification, evaluation, educational background and relevant work experience);
    - ii. length of service with FWCS;
    - iii. mutual agreement of teacher and administration; or
    - iv. teaching needs of buildings.
2. Increases or increments in a local salary range will be based upon a combination of the following factors from IC 20-28-9-1.5(b).
- a. Education. The possession of additional content-area degrees, as defined above, beyond the requirements for employment.
  - b. Evaluation. The results of an evaluation conducted under IC 20-28-11.5. The Board employs the System of Support, as defined above to evaluate teachers.
3. General
- a. Fort Wayne Community Schools shall make the annual Indiana State Teachers' Retirement Fund contribution of 3 percent for all teachers in the bargaining unit covered by this Master Contract.
  - b. All participants in the High Deductible Health Plan shall be given an HSA contribution, made quarterly and prorated, of a maximum of \$1000 single plan and \$2000 for all other plans for plan years 2018 and 2019.
  - c. The individual teacher is responsible for keeping licenses current and renewed when due, and for securing proper certification of outside teaching experience, military service, and cumulative sick leave for submission to the Human Resources department. Any teacher whose license is not current at the beginning of a school year will be placed on substitute-teacher pay as of the first teacher work day; upon attainment of renewal, regular-teacher pay shall commence, with no retroactive pay for the period of time when the teacher's license had lapsed. A teacher whose license is not current is not eligible for benefits, until their license is restored.

*Article 7: Professional Compensation (continued)*

**B. Teacher Starting Salaries**

- a. Teachers who hold a Workplace Specialist License: \$33,250.
- b. Teachers with a Bachelor's degree and valid licensure: \$39,100.
- c. Teachers with a Master's degree and valid licensure: \$41,650.
- d. Teachers new to the District with prior teaching experience shall receive a starting salary comparable, in the opinion of the Superintendent or designee, to current teaching employees with similar experience.
- e. New hires in hard-to-fill positions may receive a salary or other recruiting compensation in an amount determined by the Superintendent or designee, if possible, to incent the hire to stay for at least three years, after consultation with the Association in the Joint Communications Committee.
- f. The Superintendent's discretion to set new hire salaries is limited to the established salary range.

**C. Salary Range**

- a. The salary range for teachers who have a Workplace Specialist License is \$33,250 to \$54,150 (See Appendix A).
- b. The salary range for teachers other than teachers who have a Workplace Specialist License is \$39,100 to \$68,050 (See Appendix B).

**D. Compensation Ladder**

**1. 2017-18 School Year**

- a. Transition Year. The 2017-18 school year is a transition year to a new compensation plan.
- b. Salary Schedules. Beginning in the 2017-18 school year, FWCS will move teachers to salary schedules.
  - i. Workplace Specialists. A teacher who is otherwise eligible for a salary increase (based on their Final Summative Rating from the 2016-17 school year) and holds a Workplace Specialist License but does not possess a Bachelor's or Master's degree will be placed on the Workplace Specialist Schedule. They will be placed on the salary row that is immediately higher than their current salary. (See Appendix A)

- ii. Bachelor's Degrees. A teacher who is otherwise eligible for a salary increase (based on their Final Summative Rating from the 2016-17 school year) and possesses a Bachelor's degree, but does not possess a Master's degree will be placed on the Bachelor's and Master's Schedule, on the Bachelor's Column, on the salary row that is immediately higher than their current salary. (See Appendix B)
- iii. Master's Degrees. A teacher who is otherwise eligible for a salary increase (based on their Final Summative Rating from the 2016-17 school year) and possesses a Master's degree will be placed on Bachelor's and Master's Schedule, on the Master's Column, on the salary row that is immediately higher than their current salary. (See Appedix B)

A teacher who is otherwise eligible for a salary increase (based on their Final Summative Rating from the 2016-17 school year) and earned a Master's degree after September 2014 but before June 30, 2017, will be placed on the Master's Schedule. They will be placed on the salary row that is immediately higher than their current salary and increased one additional row.

- c. Transition-Year Stipends. Teacher who receive less than \$1,000.00 following placement on a salary schedule will receive stipends in the amount of the difference between \$1,000.00 and the amount they received for placement on their salary schedule, such that they will receive \$1,000.00 in total. Teachers whose current base pay extends beyond the range established on a salary schedule will receive a \$1,000.00 stipend.
- d. Ineligible Teachers. A teacher that is not eligible for a salary increase will not be placed on a salary schedule this school year and will remain at their current salary for this school year.

## 2. 2018-19 School Year

- a. Workplace Specialists. A teacher on the Workplace Specialist Schedule who is eligible for a salary increase (based on their Final Summative Rating from the 2017-18 school year) but does not possess a Bachelor's or content-area Master's degree will advance one row on the Workplace Specialist Schedule. The increase for advancing a row is \$1,100.00.
- b. Bachelor's Degrees. A teacher on the Bachelor's and Master's Schedule who is eligible for a salary increase (based on their Final Summative Rating from the 2017-18 school year) but does not possess a content-area Master's degree will advance one row on the Bachelor's Column. The increase for advancing a row is \$1,100.00.

*Article 7: Professional Compensation (continued)*

- c. **Master's Degrees.** A teacher on the Bachelor's and Master's Schedule who is eligible for a salary increase (based on their Final Summative Rating from the 2017-18 school year) will advance one row on the Master's Column. The increase for advancing a row is \$1,100.00.
- d. **Advancing Columns.**
  - i. **Workplace Specialist to Bachelor's.** Teachers on rows A through E of the Workplace Specialist Schedule are not eligible to move to the Bachelor's and Master's Schedule. Instead, they will receive a \$350.00 stipend for possessing a Bachelor's degree.

A teacher on the Workplace Specialist Schedule who

- 1. Is eligible for a salary increase (based on their Final Summative Rating from the 2017-18 school year);
- 2. is in the first year of possessing a Bachelor's degree; and
- 3. has advanced to row F (or greater) of the Workplace Specialist Schedule

will advance to the Bachelor's Column of the Bachelor's and Master's Schedule. The salary increase for advancing to the Bachelor's and Master's Schedule is \$1,450.00. \$1,100.00 for advancing one row and \$350.00 for advancing a column; Evaluation = 76%, Education = 24% of the increase.

- ii. **Bachelor's to Master's.** Teachers on rows A and B of the Bachelor's Column of the Bachelor's and Master's Schedule are not eligible to move to the Master's Column. Instead, they will receive a \$350.00 stipend for possessing a content-area Master's degree.

A teacher on the Bachelor's Column of the Bachelor's and Master's Schedule who

- 1. Is eligible for a salary increase (based on their Final Summative Rating from the 2017-18 school year);
- 2. is in the first year of possessing a content-area Master's degree; and
- 3. has advanced to row C of the Bachelor's Column

will advance to the Master's Column of the Bachelor's and Master's Schedule. The salary increase for advancing a column on the Bachelor's or Master's Schedule is \$1,450.00. \$1,100.00 for advancing one row and \$350.00 for advancing a column; Evaluation = 76%, Education = 24% of the increase.

Teachers will not move to the Master's Column on the Bachelor's and Master's Salary Schedule unless the content area of their Master's degree is approved by the Board in advance.

- e. Ineligible Teachers. Teachers not yet placed on a salary schedule:
- i. A teacher who is eligible for a salary increase (based on their Final Summative Rating from the 2017-18 school year) but was not eligible for a salary increase in the 2017-18 school year, who possesses a Bachelor's degree will be placed on the Bachelor's and Master's Schedule, on the Bachelor's Column, on the row that is immediately higher than their current salary.
  - ii. A teacher who is eligible for a salary increase (based on their Final Summative Rating from the 2017-18 school year) but was not eligible for a salary increase in the 2017-18 school year, who possesses a Master's degree will be placed on the Bachelor's and Master's Schedule, on the Master's Column, on the row that is immediately higher than their current salary.
  - iii. A teacher that is not eligible for a salary increase and has not yet been placed on a salary schedule will not be placed on a salary schedule and will remain at their current salary.

### 3. Redistribution

Any funds otherwise allocated for teachers who were rated Ineffective or Improvement Necessary will be equally redistributed to all teachers rated Effective or Highly Effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

### E. Pay for Ancillary Duties

Index positions may be shared by a maximum of four teachers and their compensation will be divided equally.

Article 7: Professional Compensation (continued)

1. Teacher Travel

Any teacher required to travel as a regular practice to two buildings per day, including work-oriented study and community-based teachers, in his/her teaching assignment shall receive an additional \$2,050 per school year. Interdisciplinary Cooperative Education (ICE) Teachers working out of high schools shall receive \$2,050 per school year. Those working out of the Career Center and also teachers

traveling to more than two buildings on a regular basis shall be compensated \$3,050 per school year. The amount will be prorated at the rate of one-fifth of the total amount for each day of the week in which the teacher travels. The travel pay shall be paid through payroll. This is the total compensation for the personal use of their vehicle – not in addition to mileage.

2. Curriculum Development

Any teacher who is contracted for curriculum development work for the Fort Wayne Community Schools either during the school year after normal school hours, or during the summer, shall be paid an hourly rate of \$25.00.

3. Driver Education Salary Schedule

Step	Hours of Driver Education taught for FWCS	Proposed Amount
1	0 to 119 hours	\$22.00
2	120 to 249 hours	\$23.00
3	250 to 400 hours	\$24.00
4	401 or more hours	\$25.00

4. Paid In-Service - Teacher Presenter/Participant Conditions

Presenter Rate:	Hourly rate (presentation time only plus one hour)
Participant Rate:	\$ 20.00 per hour rate

Pay shall be computed to the nearest 15 minutes based on the actual time in attendance.

This provision shall not require in-service to be paid, but shall only establish the rate at which paid in-service is compensated.



5. Non-Supplemental Contract Work

Compensation for non-supplemental contract work, enrichment programs and all grants will be \$25.00 per hour.

6. Index Positions

i. High School Compensation

Academic Coach	\$1,375
Assistant Band	\$1,200
Assistant Club Advisor	\$250
Assistant Speech Coach	\$1,700
Assistant Theatre Arts	\$1,700
Club Advisor	\$1,025
Lead Teacher Secondary	\$3,050
Marching Band Director	\$6,000
Publications	\$3,050**
Speech*	\$4,000
Student Council Sponsor	\$1,375
Technology Coordinator	\$2,375
Theatre Arts	\$3,750
Vocal Music	\$2,050
Show Choir	\$2,050
Dance	\$2,050

\*Grandfathered in at \$5,100; coaches new to position will receive new index amount of \$4,000

\*\*Adding website responsibility to Job Description

ii. Middle School Compensation

Middle School Compensation

Academic Coach	\$1,375
Cheerleader Coach	\$1,700
Fine Arts	\$1,025
Lead Teacher Secondary	\$3,050
Newspaper Advisor**	\$525
Speech Coach	\$700
Technology Coordinator	\$2,375
Year/Memory Book Advisor	\$525
Flexible Positions (2 Per School)	\$250/each
Show Choir	\$2050

\*\*Adding website responsibility to Job Description

Article 7: Professional Compensation (continued)

iii. Coaches

a. High School Coaches

High School Compensation

Head Basketball	\$7,125
Head Football	\$7,125
All other Head Coaches	\$3,750
Assistant Basketball	\$3,575
Assistant Football	\$3,750
Assistant Swim (Dive)	\$3,050
All other Assistant Coaches	\$3,050
Cheerleader Advisor	\$3,050

b. Middle School Coaches

Middle School Compensation

Head Coaches	\$3,050
Head Intramural	\$3,050
Assistant Coaches	\$1,700
Assistant Intramural	\$1,700

c. Elementary School Coaches

Elementary School Compensation

Cross Country	\$250
Basketball	\$250
Lead Cross Country (1 for district)	\$250
Lead Basketball (1 for district)	\$250

iv. Elementary School Compensation

Elementary Compensation

SST Coordinator	\$2,050
Kindergarten	\$200
Lead Teacher Elementary	\$1,375
Patrol Supervisor	\$1,025
Technology Coordinator**	\$2,375
Math Bowl	\$500
Spell Bowl	\$500
Flexible Positions (2 Per School)	\$250/each

\*\*Adding website responsibility to Job Description

Elementary Special Area Liaisons are eligible for mileage reimbursement on travel days consistent with District policy.

v. Club Advisor

A teacher appointed as a club advisor for any of those organizations listed below shall be compensated by the Board with an additional pay of \$1,025 in excess of base salary:

- a. Skills USA
- b. DECA (Distribution Education Clubs of America) in High Schools
- c. Home Economics Related Occupations – HERO
- d. Health Occupations Student Association – HOSA
- e. Teachers assigned by the unit head to assist the lead club advisor shall be paid \$250 annually.

F. Pay for Athletic Events

1. Teachers who work a particular job outside of the official teacher workday, as determined by the Athletic Director participation in all extracurricular athletic events, outside of the official teacher workday, shall be compensated at the rate of below:

Tournament (per game)	\$25
Reserve or Varsity game	\$25
Reserve and Varsity	\$40
Varsity and Varsity	\$50
Supervisor (in absence of AD)	\$50

Supervisors must be approved by the Athletic Director or the Principal.

2. Teachers working at senior high school athletic events will not be paid under this provision of the Master Contract for the following events:
  - a. All IHSAA-sponsored tournaments and meets which are part of a state championship series for which teacher workers are paid from gate receipts.
  - b. The Summit Athletic Conference Holiday Basketball Tournaments for boys and girls for which teachers are paid from gate receipts.
  - c. Any other SAC Tournaments involving all member schools for which workers are paid from gate receipts.
3. Pay for athletic event work shall take place each pay day.

*Article 7: Professional Compensation (continued)*

**G. Payroll Deductions**

1. Deductions for school-year teachers for daily absences not covered by provisions listed under Article 16 shall be made at the daily rate as appropriate of the contracted salary.
2. For teachers that are grandfathered in from 2014, on or before October 10 of each school year, payroll authorizations that are available for deduction of professional dues will be submitted by the Association to the Payroll Department. Professional dues will be deducted in 15 consecutive equal payments and remitted as deducted to the Association. The Payroll Department shall provide an electronic copy to the Association office. Teachers who choose to pay Association dues after October 10 by 15 consecutive equal payroll deductions may have their payroll authorization forms filed with the Payroll Department by the Association. Such deductions shall begin with the next regular pay day after the list from the Association has been turned into the Payroll Department and continue for the next 15 consecutive pay days so long as the cycle is initiated no later than the eleventh pay day on the regular pay schedule. Professional dues shall not be deducted for any teacher other than those grandfathered in, as stated above, except by mutual agreement as discussed in JCC.
3. Association dues means the total of the dues for the Fort Wayne Education Association, the Indiana State Teachers Association, and the National Education Association.
4. If the Association requests that the Board deduct Association dues, they will present the Board with a list of teachers who have signed releases.
5. Payroll deductions for teachers are limited to the following:
  - a. Federal Income Tax
  - b. State Income Tax
  - c. FICA (Social Security and Medicare)
  - d. Optional employee ISTRF Contributions
  - e. Association Dues
  - f. Group Health Benefits
  - g. Short term disability carrier
  - h. Life Insurance
  - i. Credit Union
  - j. United Way
  - k. County Tax (if applicable)
  - l. Association Political Action Contributions
  - m. Section 125
  - n. Arts United
  - o. Professional Federal Credit Union
  - p. Garnishments

- q. Child Support
  - r. Pre-employment expense
  - s. Critical illness insurance
6. Teachers may authorize reductions for tax-sheltered annuities quarterly or within 30 days of initial employment.

#### H. Miscellaneous

1. No teacher shall suffer loss of salary or reduction of leave if the teacher is absent to appear before judicial body or legal authority in an action resulting from student disciplinary situations.
2. Any teacher who incurs expenses for damage or destruction of eyeglasses, braces, or personal items because of the actions of a student or students shall be reimbursed for replacement cost by the Board.
3. Teachers providing official retirement notification by February 1 and completing the school year will be paid two percent (2%) of that teacher's individual base salary, if and only if the retiring teacher uses five percent (5%) or less of that teacher's accumulated benefit days in the retirement year, to be paid following completion of the school year. Donation of a day to the Sick Bank by a retiring teacher does not constitute the use of that day for purposes of the two percent (2%) additional payment. All payments to be paid as wages on the employee's final pay; however, employees may elect to make a lump sum wage deferral to an existing 403(b) account on their final pay by submitting a special election form to Human Resources by the last teacher workday of the school year.
4. "Pursuant to IC 20-28-7.5-8, if a teacher resigns from FWCS to work for another Indiana public school corporation at any time during the school year or less than fourteen (14) days before the day on which the teacher must report for work for FWCS, the Board may decline the teacher's resignation for thirty (30) days from the date written notice was delivered by the teacher to FWCS."

## Article 8: Effect and Term of Master Contract

### A. Effect of Master Contract

1. The Administration and Association agree that the terms and conditions set forth in this contract represent the understanding and commitment between them for the duration of this contract. Only with the mutual consent of both parties can the negotiation process be reopened to alter or change this contract during its duration.
2. Any contract between the Board and an individual bargaining unit member shall be expressly subject to the terms and conditions of this contract.
3. Should any article or portion thereof be declared illegal by a court of competent jurisdiction or be in conflict with any state or federal statute or regulation that has the effect of statute, such article or portion thereof shall be deleted from the contract to the extent it violates the law, but the remainder of the contract shall remain in full force and effect.
4. This contract shall supersede any rules, regulations, policies, or practices of the Administration which shall be contrary to or inconsistent with its terms.
5. By entering into this contract, all prior agreements of any nature whatsoever are hereby terminated and are of no force or effect, the parties having had the right to present any and all issues in bargaining prior to this agreement.

The subject of any prior agreement may be brought to the Joint Communications Committee.

6. Nothing of this contract abrogates the rights of the individual under existing laws. Individual teachers may present views, requests and complaints, or recommendations to the Superintendent or representatives.

### B. Term of Master Contract

1. Reopeners. This Contract shall be effective on July 1, 2017, and shall continue in effect through June 30, 2019. Provided, however, that it shall reopen for bargaining compensation related to the following topics:
  - a. creation of a career ladder pilot program, including a Mentor Teacher Program and new teacher-coaching positions;
  - b. grant funding, any portion of which may be used to compensate teachers; and
  - c. compensation for Dual Credit Certification may be reopened for bargaining.
2. This Contract is made and entered into at Fort Wayne, Indiana, County of Allen, State of Indiana, by and between the Board of School Trustees of the Fort Wayne Community Schools and the Fort Wayne Education Association, Inc. This contract is so attested to by the parties whose presidents', secretaries', and designated members' signatures follow.

Appendix A  
Workplace Specialist Schedule (f/k/a OCC)

<b>Row</b>	<b>Base</b>
A	\$33,250
B	\$34,350
C	\$35,450
D	\$36,550
E	\$37,650
F	\$38,750*
G	\$39,850
H	\$40,950
I	\$42,050
J	\$43,150
K	\$44,250
L	\$45,350
M	\$46,450
N	\$47,550
O	\$48,650
P	\$49,750
Q	\$50,850
R	\$51,950
S	\$53,050
T	\$54,150

\* First Row eligible to move to Bachelors Schedule

Appendix B  
Bachelor's & Master's Schedule

<b>Row</b>	<b>Bachelor's</b>	<b>Master's</b>
A	\$ 39,100	
B	\$ 40,200	
C	\$ 41,300	\$ 41,650
D	\$ 42,400	\$ 42,750
E	\$ 43,500	\$ 43,850
F	\$ 44,600	\$ 44,950
G	\$ 45,700	\$ 46,050
H	\$ 46,800	\$ 47,150
I	\$ 47,900	\$ 48,250
J	\$ 49,000	\$ 49,350
K	\$ 50,100	\$ 50,450
L	\$ 51,200	\$ 51,550
M	\$ 52,300	\$ 52,650
N	\$ 53,400	\$ 53,750
O	\$ 54,500	\$ 54,850
P	\$ 55,600	\$ 55,950
Q	\$ 56,700	\$ 57,050
R	\$ 57,800	\$ 58,150
S	\$ 58,900	\$ 59,250
T	\$ 60,000	\$ 60,350
U		\$ 61,450
V		\$ 62,550
W		\$ 63,650
X		\$ 64,750
Y		\$ 65,850
Z		\$ 66,950
AA		\$ 68,050



Fort Wayne Education Association, Inc.

By: Julie Hyndman  
Julie Hyndman  
Its President

By: Martena Mulligan  
Martena Mulligan  
Its 1<sup>st</sup> Vice President

By: Sandra Vohs  
Sandra Vohs  
Negotiations Liaison

Board of School Trustees of Fort Wayne  
Community Schools

By: Julie Hollingsworth  
Julie Hollingsworth  
Its President

By: Anne Duff  
Anne Duff  
Its Secretary

By: Wendy Robinson  
Wendy Robinson  
Superintendent

By: Charles L. Cammack, Jr.  
Charles Cammack, Jr.  
Spokesperson  
Negotiation Committee

Dated this 13 day of November, 2017.

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