

AMENDMENT TO THE 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

SUPERINTENDENT OF SCHOOLS

Wendy Robinson

ADMINISTRATIVE NEGOTIATION COMMITTEE MEMBERS

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Jack Byrd	Chad Hissong
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Amanda Blackman	Chad Hesting
Steve Brace, Spokesperson	Julie Hyndman, Spokesperson
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This Amendment to the Master Contract between the Board of School Trustees of Fort Wayne Community Schools (hereinafter FWCS) and the Fort Wayne Education Association, Inc. (hereinafter FWEA) arises out of the contract reopener from Article 8, section B.1, which stated:

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.

THEREFORE, the parties have bargained and agree as follows:

New sections E through J shall be added to Article 7, retaining prior content in sections E through H, but lettering those sections K through N so that the table of contents will read, Article 7: Professional Compensation

- A. Compensation Model
- B. Teacher Starting Salaries
- C. Salary Range
- D. Compensation Ladder
- E. Career Ladder
- F. Complex Schools
- G. Teacher Bonuses
- H. Paid Professional Learning
- I. Teachers at the Maximum Row
- J. Dual Credit Certification
- K. Pay for Ancillary Duties
- L. Pay for Athletic Events
- M. Payroll Deductions
- N. Miscellaneous

E. Career Ladder

Beginning in the 2019-20 school year, teachers shall have additional opportunities for career advancement by selection to hold the following positions:

- 1. Mentor Teacher: \$3,050.00 stipend
- 2. Curriculum Collaborators: paid \$45/hour

To receive compensation as a Curriculum Collaborator, teachers must sign a three-year commitment agreement. Pay shall be computed to the nearest fifteen (15) minutes based on the actual time worked.

F. Complex Schools

1. Grant Funding

Additional compensation for teachers in complex schools is contingent on receipt of federal funding through the United States Department of Education Teacher and School Leader Incentive Program - *PEER: Performance + Equity = Excellent Results!*

2. List of Complex Schools

The following are hereby designated as complex schools within the FWCS School Districts

- | | |
|-----------------------|--------------------------|
| a. Elementary Schools | b. Middle Schools: |
| i. Abbett | i. Kekionga |
| ii. Adams | ii. Lakeside |
| iii. Bloomingdale | iii. Lane |
| iv. Fairfield | iv. Miami |
| v. Forest Park | v. Northwood |
| vi. Northcrest | vi. Portage |
| vii. Scott Academy | vii. Shawnee |
| viii. South Wayne | c. High Schools: |
| ix. Study | i. North Side |
| x. Washington | ii. South Side |
| | iii. Wayne (Traditional) |

3. Commitment Terms

To receive additional compensation for working at a complex school, teachers must

- d. commit to work at the school through September 2022;
- e. work five additional school days per school year, for which they will receive compensation at \$45.00 per hour, computed to the nearest fifteen (15) minutes based on the actual time in attendance (this amount does not reflect a new in-service payment rate);
- f. work a sufficient number of days per school year such that they are paid for at least 120 days during the school year; and

- g. receive an observation rating of effective or highly effective for each of the years that they worked in the complex school.

4. Commitment Agreement

The Board will not place a teacher at a complex school unless he or she agrees to the placement and signs a commitment agreement.

5. Commitment Bonus

Full-time teachers placed at complex schools shall receive a one-time \$1,500.00 commitment bonus. Part-time teachers placed at complex schools shall receive a one-time \$750.00 commitment bonus.

6. Retention Bonus

- h. Full-time teachers placed at complex schools are eligible to receive retention bonuses based on the date they begin working at the school, pursuant to the following schedule:
 - i. Teachers who begin working during the first semester of the school year shall receive a \$2,000.00 retention bonus. Teachers who begin working in the second semester of the school year shall be eligible for the retention bonus in the next school year.
 - ii. Retention bonuses will be paid through the 2021-22 school year. Teachers who begin working in the second semester of 2021-22 school year shall not be eligible for a retention bonus.
- i. Part-time teachers placed at complex schools are eligible to receive retention bonuses based on the date they begin working at the school, pursuant to the following schedule:
 - i. Teachers who begin working during the first semester of the school year shall receive a \$1,000.00 retention bonus. Teachers who begin working in the second semester of the school year shall be eligible for the retention bonus in the next school year.
 - ii. Retention bonuses will be paid through the 2021-22 school year. Teachers who begin working in the second semester of 2021-22 school year shall not be eligible for a retention bonus.

7. Payment of Commitment and Retention Bonuses

The Board will pay these bonuses annually no later than September 30 each year to the teachers who meet the commitment terms as stated herein during the previous school year. Teachers must remain employed as of the date Commitment and Retention Bonuses are paid to receive the bonuses.

G. Teacher Bonuses

All full-time teachers will receive a one-time \$1,500.00 stipend and part-time teachers will receive a one-time \$750.00 stipend if they:

1. received a highly-effective or effective final summative evaluation rating in the 2017-18 school year;
2. worked a sufficient number of days in 2017-18 such that they were paid for at least 120 days during the school year; and
3. remain employed as of December 3, 2018.

H. Paid Professional Learning

1. Grant Funding

Paid professional learning is contingent on receipt of federal funding through the United States Department of Education Teacher and School Leader Incentive Program - *PEER: Performance + Equity = Excellent Results!*

2. Rate

Teachers shall have the opportunity to work one additional day during the summer of 2019, for which they will receive \$45.00 per hour. This amount does not reflect a new in-service payment rate. Pay shall be computed to the nearest fifteen (15) minutes based on the actual time in attendance.

I. Teachers at the Maximum Row

Teachers at the top of the salary schedule during the 2017-18 school year will receive a one-time \$1,100.00 stipend. To earn the stipend, the teacher must have

1. received a highly-effective or effective final summative evaluation rating in the 2017-18 school year;
2. worked a sufficient number of days in 2017-18 such that they were paid for at least 120 days during the school year; and

3. remain employed as of December 3, 2018.

J. Dual Credit Certification

Teachers who

1. are currently teaching or are scheduled by FWCS to teach a dual credit course at FWCS during any school year from 2018-19 to 2022-23; and
2. are required to complete additional coursework to continue or begin teaching a dual credit course at FWCS; and
3. have not completed the additional coursework that is required to teach the dual credit course prior to the 2018-19 school year; and
4. complete the additional coursework prior to September 2022

will receive a one-time \$3,500.00 stipend within thirty (30) days of proof of credits received for the completed coursework by submission of a transcript.

Fort Wayne Education Association, Inc.

Board of School Trustees of Fort Wayne
Community Schools

By: Julie Hyndman
Julie Hyndman
Its President

By: Julie Hollingsworth
Julie Hollingsworth
Its President

By: Marlena Mulligan
Marlena Mulligan
Its 1st Vice President

By: Anne Duff
Anne Duff
Its Secretary

By: Sandra Vohs
Sandra Vohs
Negotiations Liaison

By: Wendy Robinson
Wendy Robinson
Superintendent

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

Dated this 12 day of November, 2018.