

WESTERN SCHOOL CORPORATION

**ADMINISTRATOR COMPENSATION AND
BENEFIT PACKET**

FOR

2023-2024

Effective Date: July 1, 2023

Adopted by Board Action: November 14, 2023

EMPLOYMENT CONDITIONS

A. Definitions

Administrators are Western employees required to hold qualifications and/or certification as specified in the job description and are excluded from the teacher bargaining unit.

B. Accounting for Time Worked

Each administrator is contracted for a specific number of “work days” between July 1 and June 30. The Superintendent will work with each administrator to establish a daily and yearly schedule to complete all necessary professional duties. (Days worked calendar)

Generally, the administrator’s year is considered to be the school year plus additional days as approved on the contract with the School Board. The planned schedule for completing the work days will be submitted to the Superintendent. Emergencies will be dealt with on an individual basis by the Superintendent.

C. Pay Dates

Administrators’ salaries will be divided by the number of pays selected by the administrator. The School Corporation will not pay any employee ahead of time.

D. Expense Reimbursement

All reimbursement for expenses must be authorized by the School Board in advance.

Mileage allowance is a budget limit for reimbursable automobile miles for necessary travel. Payment shall be made when a mileage claim is submitted to the Corporation Treasurer at the rate set by the School Board.

I. FRINGE BENEFITS

A. Administrators will receive all fringe benefits granted to teachers plus any additions authorized by the School Board. The Corporation will pay the eligible retirement percentage based on hire date to the State Teacher Retirement Fund (TRF).

B. Vacation Days

It is expected that administrators may use their authorized personal leave days as vacation days with proper notification to the Superintendent. Twelve-month administrators will receive paid vacation. The Superintendent, Assistant Superintendent, Director of Finance, and the Kokomo Area Special Education Director will receive four (4) weeks.

*Administrators will receive one additional day of personal leave for the 23-24 school year.

C. Insurance

1. Administrators will receive medical/dental insurance premium contributions by the School Board as outlined in the 2023-2024 teachers' contract.
2. Plan A or B health insurance as provided for teachers.
3. \$100,000 term life insurance with AD & D.
4. Cancer Care insurance with family coverage.
5. Long-term disability insurance for two-thirds (2/3) of salary up to a maximum benefit of \$3,500 per month.
6. Short-term disability
7. HSA Contribution of \$750.00 per year as per the 2023-2024 Teachers' Master Agreement.

D. Membership Dues

One corporate or institutional professional organization with possible state and national affiliation will be paid by the Western School Corporation with prior approval by the Superintendent.

E. Sick Leave

- 230 – 260 day employees: Fourteen (14) combined sick/family illness days
- 220 – 229 day employees: Twelve (12) combined sick/family illness days
- 200 – 219 day employees: Eleven (11) combined sick/family illness days

F. Holidays

Ten (10) Paid Holidays are granted to 260 day personnel only

Fourth of July

Labor Day

Thanksgiving Day

Day after Thanksgiving Day

Christmas Eve

Christmas Day

New Year's Eve

New Year's Day

Good Friday

Memorial Day

II. SALARIES, DAYS, TERM, MILEAGE

A. SALARY ADJUSTMENT FOR THE 2023-2024 SCHOOL YEAR

1. Eligibility: In order to be eligible for a pay increase, the Administrator must not have received an evaluation rating of Needs Improvement or Ineffective on his/her evaluation for the previous school year. Administrators who received an evaluation rating of Needs Improvement or Ineffective are not eligible to receive any compensation increase.
2. 2023-2024 Compensation

- a. An Administrator who meets the eligibility requirement for a compensation increase will receive a 4.93% increase.
- b. The 4.93% increase is applied to the Administrator's 2023-2024 Compensation.

Position	Salary	Days	Term	Mileage	Term
Superintendent	\$136,409.00	260	June 30, 2026	\$1600	3 yrs.
Assistant Superintendent	\$111,226.00	260	June 30, 2025	\$1600	2 yrs.
Director of Exceptional Learners	\$99,684.00	230	June 30, 2025	\$800	2 yrs.
Director of Finance	\$94,437.00	260	June 30, 2025	\$800	2 yrs.
High School Principal	\$120,547.00	220	June 30, 2025	\$550	2 yrs.
**High School Assistant Principal	\$73,500.00	210	June 30, 2025	\$300	2 yrs.
Middle School Principal	\$96,464.00	220	June 30, 2025	\$350	2 yrs.
Middle School Assistant Principal	\$78,698.00	200	June 30, 2025	\$300	2 yrs.
Intermediate Principal	\$103,409.00	220	June 30, 2025	\$350	2 yrs.
Intermediate Assistant Principal	\$72,402.00	195	June 30, 2025	\$250	2 yrs.
Primary Principal	\$92,947.00	220	June 30, 2025	\$350	2 yrs.
Primary Assistant Principal	\$74,574.00	195	June 30, 2025	\$250	2 yrs.
KASEC Director of Special Education	\$119,338.00	260	June 30, 2025	\$2,000	2 yrs.
KASEC Assistant Director of Special Education	\$90,630.00	205	June 30, 2025	\$2,000	2 yrs.

*New Hire or Position – Salary will remain the same for the 2023-2024 school year.

**The High School Assistant Principal salary will increase to \$80,850.00 upon the completion of an administrator's license

WESTERN SCHOOL CORPORATION

**DIRECTOR COMPENSATION AND
BENEFIT PACKET**

FOR

2023-2024

Effective Date: July 1, 2023

Adopted by Board Action: November 14, 2023

I. EMPLOYMENT CONDITIONS

A. Definitions

Directors are Western employees required to hold qualifications and/or certification as specified in the job description.

B. Accounting for Time Worked

Each director is contracted for a specific number of “work days” between July 1 and June 30. The Superintendent will work with each director to establish a daily and yearly schedule to complete all necessary duties. (Days worked calendar)

Generally, the director’s year is considered to be the school year plus additional days as approved on the contract with the School Board. The planned schedule for completing the work days will be submitted to the Superintendent. Emergencies will be dealt with on an individual basis by the Superintendent.

C. Pay Dates

Directors’ salaries will be divided by the number of pays elected by the director. The School Corporation will not pay any employee ahead of time.

D. Expense Reimbursement

All reimbursement for expenses must be authorized by the School Board in advance.

Mileage allowance is a budget limit for reimbursable automobile miles for necessary travel. Payment shall be made when a mileage claim is submitted to the Corporation Treasurer at the rate set by the School Board.

II. FRINGE BENEFITS

A. Vacation Days

It is expected that directors may use their authorized personal leave days as vacation days with proper notification to the Superintendent. Twelve-month directors will receive paid vacations as outlined in their contract.

*Directors will receive one additional day of personal leave for the 23-24 school year.

B. Insurance

1. Directors will receive medical/dental insurance premium contributions by the School Board as outlined in the 2023-2024 teachers’ contract.
2. Plan A or B health insurance as provided for teachers.
3. \$100,000 term life insurance with AD & D.
4. Cancer Care insurance with family coverage.
5. Long-term disability insurance for two-thirds (2/3) of salary up to a maximum benefit of \$3,500 per month.
6. Short-term disability.
7. Health Savings Account Contribution of \$750.00 per year as per the 2023-2024 Teachers’ Master Agreement.

C. Membership Dues

One corporate or institutional professional organization with possible state and national affiliation will be paid by the Western School Corporation with prior approval by the Superintendent.

D. Sick Leave

230 – 260 day employees: Fourteen (14) combined sick/family illness days

220 – 229 day employees: Twelve(12) combined sick/family illness days

200 – 219 day employees: Eleven (11) combined sick/family illness days

180 – 199 day employees: Eight (8) combined sick/family illness days

Directors may accumulate up to 90 sick days.

E. Personal Business Leave

Directors who work 260 days shall be granted up to three (4) days of leave, accumulative to six (6) and all other directors will be granted two (3) days, accumulative to four (4) for personal business that cannot be conducted at a time other than a work day. Unused Personal Business Leave days at the end of a school year will be transferred to accumulated Sick Leave within the maximum.

F. Retirement

PERF (Public Employees Retirement Fund) paid by Western School Corporation 401A as per the 2023-2024 Teachers' Master Agreement

\$2,000 Retirement Pay

This Section applies to all Directors. If a Director meets the following qualifications he/she shall be paid an additional \$2,000.00 in their last year: The Director must declare his/her intent to retire by March 1 of their last school year. The Director must complete at least 10 years with the School Corporation. The Director must have attained retirement age, which is the earlier of: (i) attainment of age 50 plus total PERF service equal to 15 or more, (ii) attainment of age 55 plus age and total PERF service equal to 85 or more, (iii) attainment of age 60 plus total PERF service equal to 15, or (iv) attainment of age 65 plus total PERF service equal to 10.

G. Holidays

Ten (10) Paid holidays are granted to 260 day personnel only.

Fourth of July

Labor Day

Thanksgiving Day

Day after Thanksgiving

Christmas Eve

Christmas Day

New Year's Eve

New Year's Day

Good Friday

Memorial Day

H. Misc. Leave Days

Bereavement Leave, Jury Duty, Maternity Leave, and Other Personal Leaves of absence without pay are defined in the Teachers' Master Agreement.

III. **SALARIES, DAYS, MILEAGE**

A. **SALARY ADJUSTMENT FOR THE 2023-2024 SCHOOL YEAR**

1. Eligibility: In order to be eligible for a pay increase, the Director must not have received an evaluation rating of Needs Improvement or Ineffective on his/her evaluation for the previous school year. Directors who received an evaluation rating of Needs Improvement or Ineffective are not eligible to receive any compensation increase.

2. 2023-2024 Compensation

<u>Position</u>	<u>Salary</u>	<u>Days</u>	<u>Mileage</u>	<u>Contract</u>
Director of Food Service	\$71,937	200	\$400	2 Years
Director of Technology	\$95,302	260	\$350	2 Years
Athletic Director	\$88,624	220	\$2,000	2 Years
Director of Maintenance	\$73,958	260	\$350	2 Years

*New Hire or Position – Salary will remain the same for the 2023-2024 school year.

WESTERN SCHOOL CORPORATION

OCCUPATIONAL AND PHYSICAL THERAPIST
COMPENSATION AND BENEFIT PACKET

FOR

2023-2024

Effective Date: July 1, 2023

Adopted by Board Action: November 14, 2023

A. EMPLOYMENT CONDITIONS

1. Definitions

Occupational and Physical Therapists are Western employees required to hold qualifications and/or certification as specified in the job description.

2. Accounting for Time Worked

Each Occupational and Physical Therapists is contracted for 183 “work days” between July 1 and June 30.

The Occupational and Physical Therapist’s year is considered to be the school year plus three additional days as approved on the contract with the School Board. Emergencies will be dealt with on an individual basis by the Superintendent.

3. Pay Dates

Occupational and Physical Therapist’s salaries will be divided by the number of pays selected by the employee (22 or 26 Pays). The School Corporation will not pay any employee ahead of time.

4. Expense Reimbursement

All reimbursement for expenses must be authorized by the School Board in advance.

Mileage allowance is a budget limit for reimbursable automobile miles for necessary travel. Payment shall be made when a mileage claim is submitted to the Corporation Treasurer at the rate set by the School Board.

B. SALARY AND SALARY PLACEMENT FOR THE 2023-2024 SCHOOL YEAR

1. Eligibility: In order to be eligible for a pay increase, the Occupational or Physical Therapist must not have received an evaluation rating of Needs Improvement or Ineffective on his/her evaluation for the previous school year. Occupational or Physical Therapist who received an evaluation rating of Needs Improvement or Ineffective are not eligible to receive any compensation increase.

2. 2023-2024 Compensation

A. An Occupational or Physical Therapist who meets the eligibility requirement for a compensation increase will receive the similar increase as outlined in the 2023-2024 Teacher Master Agreement.

B. A 4.93% increase is applied to the Occupational or Physical Therapist’s 2022-2023 Compensation, except for an Occupational or Physical Therapist who received an evaluation rating of Needs Improvement or Ineffective is not eligible to receive any raise.

C. To establish a new Occupational or Physical Therapist’s starting salary, a comparison will be made between the Teacher Salary Placement Table current Occupational or Physical Therapists employed at Western School Corporation, and the average salary reports for similar positions in our area, prorated based on the number of days worked. Advanced degrees will also be considered. Occupational or Physical

Therapists new to the Corporation will not be placed above where an Occupational or Physical Therapist of the same experience and education is currently placed.

- D. Up to 10 years of verified (120+ days/year at 25+ hours/week) job related clinical and medical experience outside of education will count toward determining the starting salary of a new Occupational or Physical Therapist.

2023-2024 Compensation Table (The rows do not represent years of experience or the ability for future row changes)	
A	\$44,000
B	\$45,019
C	\$46,040
D	\$47,062
E	\$48,088
F	\$49,425
G	\$50,760
H	\$52,097
I	\$53,432
J	\$54,768
K	\$56,104
L	\$57,441
M	\$58,775
N	\$60,112
O	\$61,448
P	\$62,784
Q	\$64,120
R	\$65,456
S	\$66,791
T	\$68,128
U	\$69,464
V	\$70,799
W	\$72,135
X	\$73,472
Y	\$74,807

2023-2024 New Teacher Salary Placement Table

	Experience	BS	BS+15	MS - For teachers who received MS Degree before 7/1/2016	MS+24 - For teachers who received MS Degree and 24 hours beyond MS before 7/1/2016
A	0	\$44,000	\$44,000	\$45,019	\$46,040
B	1	\$45,019	\$45,019	\$46,040	\$47,062
C	2	\$46,040	\$46,040	\$47,062	\$48,088
D	3	\$47,062	\$47,062	\$48,088	\$48,088
	4	\$47,062	\$47,062	\$48,088	\$48,088
	5	\$47,062	\$47,062	\$48,088	\$49,425
	6	\$47,062	\$47,062	\$49,425	\$50,760
E	7	\$48,088	\$48,088	\$50,760	\$52,097
F	8	\$49,425	\$49,425	\$52,097	\$53,432
G	9	\$50,760	\$50,760	\$53,432	\$54,768
H	10	\$52,097	\$52,097	\$54,768	\$56,104
I	11	\$53,432	\$53,432	\$56,104	\$57,441
J	12	\$54,768	\$54,768	\$57,441	\$58,775
K	13	\$56,104	\$56,104	\$58,775	\$60,112
L	14	\$57,441	\$57,441	\$60,112	\$61,448
M	15	\$58,775	\$58,775	\$61,448	\$62,784
N	16	\$58,775	\$60,112	\$62,784	\$64,120
O	17	\$58,775	\$61,448	\$64,120	\$65,456
P	18	\$58,775	\$62,784	\$65,456	\$66,791
Q	19	\$58,775	\$64,120	\$66,791	\$68,128
R	20	\$58,775	\$65,456	\$68,128	\$69,464
S	21	\$58,775	\$65,456	\$69,464	\$70,799
T	22	\$58,775	\$65,456	\$70,799	\$72,135
U	23	\$58,775	\$65,456	\$72,135	\$73,472
V	24	\$58,775	\$65,456	\$73,472	\$74,807
W	25	\$58,775	\$65,456	\$74,807	\$74,807
X	26	\$58,775	\$65,456	\$74,807	\$74,807
Y	27	\$58,775	\$65,456	\$74,807	\$74,807

C. FRINGE BENEFITS

- A. Insurance
 - 1. Occupational and Physical Therapists will receive medical insurance premium contributions by the School Board as outlined in the 2023-2024 Teachers' Master Agreement.
 - 2. Plan A or B health insurance as provided in the 2023-2024 Teachers' Master Agreement.
 - 3. Health Savings Account Contribution of \$750.00 per year as per the 2023-2024 Teachers' Master Agreement.
- B. Sick Leave

As outlined in the 2023-2024 Teachers' Master Agreement.
- C. Personal Business

As outlined in the 2023-2024 Teachers' Master Agreement.
- D. Retirement
 - 1. PERF (Public Employees Retirement Fund) paid by Western School Corporation.
 - 2. 401A as per the 2023-2024 Teachers' Master Agreement.
- E. Miscellaneous Leave Days
 - 1. As outlined in the 2023-2024 Teachers' Master Agreement.
 - 2. Bereavement Leave, Jury Duty, Maternity Leave, and Other Personal Leaves of Absence without pay are defined in the 2023-2024 Teachers' Master Agreement.