MASTER CONTRACT

FWCS

We Are Your Schools

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.
3711 Rupp Drive, Suite 207
Fort Wayne, IN 46815
an affiliate of the Indiana State Teachers Association
and the National Education Association

July 1, 2025 - June 30, 2027

FWEA
Fort Wayne Education Association

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.
3711 Rupp Drive, Suite 207
Fort Wayne, IN 46815
an Affiliate of the Indiana State Teachers Association
and the National Education Association

July 1, 2025 – June 30, 2027

SUPERINTENDENT OF SCHOOLS

Dr. Mark Daniel

ADMINISTRATIVE NEGOTIATION COMMITTEE MEMBERS

Austin Couch, Spokesperson
David Amen
Joseph Brown
Jack Byrd
Rosemary Shipman
Michelle Bosworth
Shenita Bolton
Deborah Dolsen
Sara Wertman
Courtney Lumbley
Sherrill Skelly, Notetaker

FWEA INC., NEGOTIATION COMMITTEE MEMBERS

Sandra Vohs, Spokesperson
Steve Brace, Spokesperson
Shannon Fisher, FWEA Negotiations Liaison, St. Joe Central
Kathleen Lewis, Wayne New Tech
Tom Bailey, Portage
Angela Fugate, Croninger
Joyce Hannibal, Harrison Hill
Chad Hesting, Towles
Matthew Mertes, North Side
Jay Taylor, South Side
Jessica Farlow, Irwin
Mark Tojo, Snider
Heidi Gascho, Jefferson
Alex McKinstry, FWCS Career Academy
Matt Mertes, North Side
Brittany Rehrer, ELL
Adam Warrix, Snider

BOARD OF SCHOOL TRUSTEES

Maria Norman, President
Noah Smith, Vice President
Jennifer Matthias, Secretary
Anne Duff, Member
Julie Hollingsworth, Member
Antonette Payne, Member
Steve Corona, Member

FWEA INC., EXECUTIVE BOARD

Sandra Vohs, President
Jessica Farlow, 1st Vice President
Tom Bailey/Sia Faulk, 2nd Vice Presidents
RaeAnne Fahl/Andrew Fultz, 3rd Vice Presidents
Jennifer McDunnough, Secretary
Matt Mertes, Treasurer
Shannon Fisher, Negotiations Liaison
Hillary Kolter, Elementary School Representative
Heidi Gascho, Middle School Representative
Adam Warrix/Alex McKinstray, High School Representatives
Tracy Donias/Darlene Lloyd, Special Education Representatives
Brittany Rehrer, ELL Representative
Mark Tojo, Racial Affairs Representative
Breanna Mullins, Parliamentarian
Kathy Zoucha, ISTA Retired Board Member
Steve Brace, UniServ Director
Desiree Gonzalez, UniServ Assistant

Table of Contents

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. Base Salary is the salary of a teacher which continues from year to year absent a change in employment status.

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

5. An index is a salary payment included in pay for additional duties, responsibilities or other reasons.

6. A content area is a subject or field of knowledge or expertise that appears on a license that reflects that the license holder has met necessary testing and/or preparation/training requirements. Under the licensing rules found at 511 IAC, the term "content area" describes instructional areas, school services areas, and administrative areas.

Article 1: Recognition

The Board recognizes the Association as the exclusive representative for teachers, described and defined as:

> All professional personnel employed by the Board whose official assignment requires a classroom teacher's license or Indiana Workplace License, including coaches, interventionists, and any teacher on special assignment, but excluding the Superintendent and Assistants, Area Administrators, Directors and Assistants, Supervisors, Principals and Assistants, Guidance Personnel and employees serving as Substitute Teachers. Any teacher who regularly teaches one or more classes shall belong to the teacher bargaining unit with all the rights, benefits, and privileges thereof.

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. This provision was not bargained and is included for informational purposes only.

This recognition shall be continuing until such time as the Board is shown evidence in accordance with I.C. 20-29-5 et seq. and 560 IAC 2-2.1-1 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 within the scope of bargaining, per I.C. 20-29-6-4.

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.

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. General Provisions

a. Teachers needing to be absent for reasons set forth in this Article shall notify their principal or designee and specify the category and length of the leave in order that a substitute may be obtained.

b. A teacher returning from a leave of absence in excess of six (6) months 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.

c. Teachers shall not have any leave days deducted when school is closed by the Superintendent, the School Board, or a governmental entity.

d. All leave must be taken in four- or eight-hour increments.

e. 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, the Superintendent, or a governmental entity and as long as a substitute was not paid for the day.

f. Fort Wayne Community Schools complies with the provisions of the Family and Medical Leave Act regarding consecutive and intermittent 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.

B. Personal Illness

A full-time teacher shall be allowed eighty (80) hours (ten days) each school year with full pay, cumulative to a total of 960 hours (120 days), for personal illness. Benefit hours for less than full-time teachers are pro-rated. FWCS will recognize up to 120 days (960 hours) of accumulated personal illness leave from a new teacher’s prior school corporation, but per I.C. 20-28-9-10 may only recognize three days (24 hours) per year, beginning with the teacher's second year of employment with FWCS. 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.

C. Family Illness

a. Twenty four (24) hours (three days) 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 seventy two (72) hours (nine days). 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. Any family illness hours exceeding the allowed maximum shall be credited to the teacher's accumulation of personal illness hours.

b. A teacher who has used all family illness hours shall be allowed to use forty (40) personal illness hours (five days) 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.

D. Personal Business

Each teacher, according to law, shall be entitled to 16 hours (two days) 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
- Day before Thanksgiving
- Thanksgiving
- Winter Break
- Martin Luther King Jr. Day

- Good Friday, or Presidents' Day if Good Friday falls during Spring Break
- Spring Break

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 the Chief of School Leadership.

Any unused personal business hours shall, at the end of each school year, be credited to the teacher's accumulation of personal illness hours. A teacher who has used all personal business hours shall be allowed to use sixteen (16) personal illness hours (2 days) per school year to accommodate personal business, but a teacher's use of personal business leave may not exceed two consecutive days (16 hours) at a time.

E. Bereavement

a. Teachers absent due to a death in their family shall be allowed up to forty (40) hours (five days) 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
  - sibling
  - step-sibling
  - parents-in-law
  - brother-in-law/sister-in-law

c. Twenty-four (24) hours (three days) shall be allowed per school year for deaths 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.

F. 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
    i. the subpoena is for testimony concerning events occurring on the teacher's job, except those subpoenaed by the Association in a suit against the Fort Wayne Community Schools; or
    ii. the subpoena is for a criminal trial, not to exceed sixteen (16) hours. FWCS will not compensate teachers for meetings or hearings related to criminal cases. Paid leave is only available when a teacher's testimony is required pursuant to a subpoena at a criminal trial.

G. 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.

A teacher shall be paid at the regular rate of pay for a period not to exceed 120 hours (fifteen (15) days) 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.

H. Pregnancy 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 (three days) paid leave shall be available to take immediately following the birth of the child after all family illness and/or personal business hours have been used.

b. Adoption

   i. Paid Leave for Adoption. Teachers may use their accumulated personal business and family illness hours for paid leave for the adoption of a child by a teacher. Additionally, teachers are eligible for up to forty (40) hours (five days) of paid leave for adoption after they have used their personal business and family illness hours.

   Teachers may not convert personal illness to family illness hours (as allowed by Article 3, section C, subsection b) or personal illness to personal business hours (as allowed by Article 3, section D) for the purpose of claiming paid leave for adoption.

I. Association Leave

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

J. Paid Professional Leave

a. 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 (two days) of paid leave in order to satisfy state and federal licensure requirements

K. Reimbursement for Unused Leave
Teachers may return to the Corporation unused personal illness, family illness, or personal business hours subject to the following terms:

a. Reimbursement shall be paid for increments of eight hours, in the form of a stipend at $40 per eight hours (1 day).

b. The stipend 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 80 personal illness hours (10 days), 24 family illness hours (3 days), and 16 personal business hours (2 days).

f. Hours reimbursed will not be credited to the maximum accumulation for each category of leave.

L. Stipend for Providing Retirement Notice
a. Teachers who are eligible for retirement benefits under the provisions of the Indiana State Teacher's Retirement Fund and who:
i. provide official retirement notification by February 1;
ii. complete the school year; ~~and~~
iii. use no more than ten (10) of their personal illness, family illness, and personal business days in the retirement year;
iv. have signed at least six (6) consecutive contracts with FWCS immediately prior to submission of retirement notice; and
v. have not previously retired from FWCS and received a stipend for providing retirement notice

will be paid five (5) percent of that teacher's individual base salary 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 five (5) percent 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.

M. FWEA President

Upon request by the FWEA, the FWEA President shall be released by the ~~School~~ Board from his or her teaching assignment to carry out the duties of the President as a teacher on special assignment. The FWEA shall pay the President's appropriate salary and the Board shall 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 or an equivalent placement with salary to include increases awarded to other teachers while on special assignment.

N. Sick 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 thirty (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 thirty (30) days of employment. During open-enrollment, every eligible teacher will be given the opportunity to participate in the Sick Leave Bank by contributing eight (8) hours from their personal illness 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 six (6) 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 six (6) 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

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 contact Human Resources to request Sick Leave Bank hours and provide medical documentation from their doctor stating the reason for the request.

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

The accumulated hours remaining at the end of the school year shall carry over to succeeding years. The Joint Sick Leave Committee will monitor the number of hours in the Sick Leave Bank and determine if additional hours are needed to maintain a minimum threshold of Bank hours; teachers who have previously contributed hours to the Sick Leave Bank will remain eligible to use Sick Bank hours in subsequent years until there is an insufficient number of hours in the bank as determined by the Joint Sick Leave Committee. At that point, the Committee will issue a call for all teachers to donate hours to replenish the Bank. Teachers must donate to be eligible or remain eligible to request use of the contributed hours.

Teachers with fewer than six FWCS contracts will be provided a maximum of 160 hours from the Sick Leave Bank per school year. Teachers with six or more FWCS contracts will be provided an additional 160 hours for a maximum of 320 hours from the Sick Leave Bank per school year.

Half-time teachers may participate in the Sick Leave Bank by contributing four (4) hours of their annual personal illness allotment to be eligible for one half of the maximum Sick Leave Bank hours provided to full-time teachers.

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

The Joint Sick Leave Committee may grant access to the Sick Leave Bank due to catastrophic illness or injury of a teacher's dependent on a case-by-case basis. Teachers must submit a written request to Human Resources requesting the special exception and provide medical documentation of the injury or illness. Teachers must have exhausted all of their family illness leave, five days (40 hours) of their personal illness leave for a family member, and all of their personal business leave before requesting leave from the Sick Leave Bank. If the Committee grants the exception, all other Sick Leave Bank rules pertaining to consecutive absences and maximum allowable hours shall apply.

Article 4: Insurance

A. General Statement

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. Group Health Benefits

a. A full-time teacher 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. Eligible children of retired teachers shall have the opportunity to continue coverage in the Core Plan or High Deductible Plan at their own expense through COBRA until said children are 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 or High Deductible 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.

i. 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 has met the eligibility requirements of IC 5-10-8-2.6(e) shall be eligible to continue health insurance in the Core Plan or High Deductible Plan without the HSA contribution until eligible for Medicare.

C. 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.

D. Liability Insurance

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.

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. Such liability coverage shall be secondary to the employee's personal liability coverage.

E. 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 assure this option through payroll deduction.

F. 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.

G. Disability Insurance

A full-time teacher shall receive a long-term disability insurance policy which includes benefits of 66 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.

Article 5: 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 6th contract with the Board. Forfeitures will be returned to the Board as an offset to future Board contributions.

Article 6: Compensation

A. Compensation Model

a. Salary Increase Factors

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):

i. Education. The first year of possessing a content-area master's degree from an accredited college or university.

ii. Evaluation. The results of locally-determined evaluation.

iii. Academic Needs. The need for teachers to transition to a new compensation schedule for staff retention.

iv. Instructional Leadership. The attainment of a literacy endorsement, to improve students' reading skills.

b. General Provisions

i. 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.

ii. 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 year 2025.

iii. 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 his or her license is restored.

B. Salary Payment Arrangement:

Teachers shall be paid in twenty-six (26) equal installments on the following dates:

2025-26	2026-27
1. August 15	1. August 14
2. August 29	2. August 28
3. September 12	3. September 11
4. September 26	4 September 25
5. October 10	5. October 9
6. October 24	6. October 23
7. November 7	7. November 6
8. November 21	8. November 20
9. December 5	9. December 4
10. December 19	10. December 18
11. January 2	11. January 1
12. January 16	12. January 15
13. January 30	13. January 29
14. February 13	14. February 12
15. February 27	15. February 26
16. March 13	16. March 12
17. March 27	17. March 26
18. April 10	18. April 9
19. April 24	19. April 23
20. May 8	20. May 7
21. May 22	21. May 21
22. June 5	22. June 4
23. June 19	23. June 18

24. July 3	24. July 2
25. July 17	25. July 16
26. July 31	26. July 30

Any teacher may opt out of the wage payment arrangement at the start of the school year by notifying the corporation central office by August 1.

A teacher separating from employment with the corporation during a school year shall receive all earned and unpaid wages no later than the next regular pay date. A teacher separating from employment after the last teacher work day may elect to receive all earned and unpaid wages either in a lump sum on the next regular pay date or in accordance with the remainder of the wage payment arrangement.

C. Teacher Starting Salaries

a. 2025-26 School Year:
   i. Teachers with a Workplace Specialist License or a bachelor's degree with valid licensure: $50,000.00.

   ii. Teachers with a Workplace Specialist License or a bachelor's degree, valid licensure, and a literacy endorsement: $50,200.00

   iii. Teachers with a master's degree and valid licensure: $50,295.00.

   iv. Teachers with a master's degree, valid licensure, and a literacy endorsement: $50,495.00.

b. 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.

c. New hires in hard-to-fill positions may receive a salary or other compensation in an amount determined by the Superintendent or designee, if possible after consultation with the Association in the Joint Communications Committee.

d. The Superintendent’s discretion to set new-hire salaries is limited to the established salary range.

D. Salary Range

The salary range for all teachers (from the 2023-25 Master Contract) prior to any increases was $47,093 to $79,156.

The salary range for all teachers after transitioning to the 2025-27 Salary Schedule is $50,000.00 to $83,547.00.

E. Compensation Schedules

a. The Compensation Schedules can be found in Appendix A.

b. Transition to the 2025-27 Salary Schedule. Increases in teacher salaries that occur in transition to the 2025-27 schedule are based on academic needs. Teachers who satisfy the evaluation factor will advance one row on the 2024-25 salary schedule, after which they will move to the same row of the 2025-27 salary schedule. The academic needs factor accounts for at least 10% of the total base salary increase calculation.

c. Literacy Endorsement. The salary increase for teachers who possess a literacy indorsement is $200.00, payable on the first year that the teacher attains a literacy endorsement and $200.00 every year thereafter.

d. Salary Progression and Attribution to Factors.

    i. Advancing Rows. Based on their evaluations from the 2024-25 school year, at the beginning of the contract, teachers who satisfy the evaluation factor will advance one row on the 2024-25 bachelor’s or master’s salary schedules. That is $642.00 from row A to B, $629.00 from row B to C, and $1,271.00 for all other rows.

    Based on their evaluations during the 2025-26 school year, at the beginning of the second year of the contract, eligible teachers will advance one row on the 2025-27 salary schedule. That is $600.00 from row B to C and C to D, $739.00 from row D to E, and an average of $1,296.00 (rounded to the nearest dollar) thereafter.

ii. Advancing to the Master's Column~~s~~. Teachers on the bachelor's column who satisfy the education factor will advance to the master's column. The salary increase for a teacher who earns a master's degree during the term of this contract is $295.00.

iii. Attribution to Factors

2025-26

- A to B: $1,137.00 total possible increase; 56% evaluation, 18% instructional leadership; 26% education
- B to C: $1,124.00 total possible increase; 56% evaluation, 18% instructional leadership; 26% education
- All other rows: $1766.00 total; 72% evaluation, 11% instructional leadership, 17% education

2026-27

- B to C and C to D: $1,095.00 total possible increase; 55% evaluation, 18% instructional leadership, 27% education
- D to E: $1,234.00 total possible increase; 60% evaluation, 16% instructional leadership, 24% education
- All other rows: $1,791.00 total possible increase; 73% evaluation, 11% instructional leadership, 16% education

F. Dual Credit Certification and Teaching Incentive

Teachers who

a. are currently teaching or are scheduled by FWCS to teach a dual credit course at FWCS during any school year; and
b. are required to complete additional coursework to continue or begin teaching a dual credit course at FWCS; and
c. have not completed the additional coursework that is required to teach the dual credit course prior to the 2025-26 school year; and
d. are in the process of completing the additional coursework prior to June 30, 2027

will receive a one-time $2,500.00 stipend.

To encourage teachers to continue teaching dual credit after completing their additional coursework, teachers will receive a $500.00 stipend at the conclusion of each semester during which they taught dual credit. No additional dual credit stipend shall be paid during the school year in which FWCS paid the one-time $2,500.00 stipend for additional coursework.

G. Pay for Ancillary Duties

a. 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.

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

b. 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 $30.00.

c. In-Service Professional Learning – Teacher

i. Presenter Rate: Teacher’s hourly rate (presentation time only plus one hour)
ii. Participant Rate: $25.00 per hour rate

Pay shall be computed to the nearest fifteen (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.

d. Non-Supplemental Contract Work

Compensation for non-supplemental contract work and enrichment programs will be $30.00 per hour.

e. Compensation for Class Coverage

The parameters of this program were not bargained, and are included for informational purposes only.

i. Absence Requirement

Teachers will only receive compensation for classroom coverage if the teacher for whom they are covering is designated as absent – out for at least four hours (one half day). Coverage for teachers who are not absent (e.g. special education teachers of record during case conferences) is not compensable.

ii. Loss of Preparation Time

Teachers will receive compensation when they give up District-designated preparation periods (planning time) for class coverage due to the absence of another teacher following parameters established by the Board which were not bargained.

iii. Splitting Classes

Teachers will receive compensation when principals place additional students in their classes, due to the absence of another teacher. FWCS will proportionately divide compensation among covering teachers per parameters established by the District, which were not bargained.

iv. Compensation

Time accumulated during a school year will be paid at the rate of $115.00 per school day, or $16.75 per hour of coverage, based on the average length of the instructional day.

v. Payment

FWCS will pay teachers for class coverage in November, February and June. Only teachers who remain employed at the time of payment are eligible to receive compensation for accumulated classroom coverage.

f. Compensation for Lack of Scheduled Preparation Period

i. Pilot

Beginning with the second semester of the 2025–2026 school year and continuing through the entirety of the 2026–2027 school year, FWCS will implement a pilot program to compensate elementary grade-level classroom and special area teachers (limited to music, art, and physical education) for nonscheduled preparation periods. These teachers shall receive compensation if they do not receive a scheduled period of at least thirty (30) minutes daily during the student day for planning or preparation. The parameters of this pilot program were not bargained and are included for informational purposes only.

ii. Eligible Teachers

Only teachers with rosters of students for whom they record attendance and provide grades for report cards are eligible. Instructional coaches, interventionists, special education teachers and multilanguage learner teachers are not eligible for compensation during this pilot. Although special education and multilanguage learner teachers are not eligible for compensation, FWCS will try to schedule daily preparation periods when possible.

iii. Compensation

Eligible teachers will receive $16.75 per day for the loss of a scheduled thirty-minute preparation period. Compensation only applies only to the lack of scheduled planning time (where schools schedule teachers with students throughout the entire student day). Compensation is not available for occasional instances where teachers lose preparation periods to attend meetings, fulfill responsibilities outside of their regular schedules, or support other needs of their schools.

iv. Payment

Upon verification by the applicable level director and school principal, secretaries or a principal’s designee will enter time into the SNAP Class Coverage Application for eligible teachers. FWCS will pay teachers in November, February and June. Only teachers who remain employed at the time of payment are eligible to receive compensation for lost preparation periods.

g. Cocurricular and Athletic Positions

Stipends paid for cocurricular and athletic positions can be found in Appendix B.

These positions are held at the will of the Board. In the event that a season or activity is cancelled, shortened or modified in any way due to any cause beyond the control of the Board (including but not limited to acts of God, accidents, riots, war, terrorist act, epidemic, pandemic, quarantine, natural catastrophes, governmental acts of omissions, changes in laws or regulations, national strikes, fire or explosion) the Board may elect to stop or make partial payment of cocurricular and athletic stipends at its sole discretion.

If separate pay is to be divided between two or more individuals, it must be divided into 25% increments. This language illustrates how the below-referenced bargainable wages may be divided. The number of positions was not bargained.

When FWCS assigns a head or assistant wrestling, swimming, track, or cross-country coach to both the girls and the boys teams of those sports, they will receive payment equivalent to 1.25 times the assigned stipend. FWCS will not assign a coach to serve as both a head and assistant coach.

h. Kindergarten Conferences

All kindergarten teachers shall be paid a $250.00 stipend for conferences to meet new students and their parents.

H. Pay for Athletic or Cocurricular Events
Teachers who work an athletic or cocurricular event ~~particular job~~ outside of their official workday, shall be compensated within the following rates:

Tournament (per game)	$25
Reserve or Varsity game	$25
Football Varsity games	$50
Reserve and Varsity	$50
Varsity and Varsity	$50
Supervisor (in absence of AD)	$50
Technology/Streaming (at participating secondary schools)	$50

I. Payroll Deductions

a. Deductions for school-year teachers for daily absences not covered by provisions listed under Article 3 shall be made at the daily rate as appropriate of the contracted salary.

b. Payroll deductions for teachers are limited to the following:

i. Federal Income Tax
ii. State Income Tax
iii. FICA (Social Security and Medicare)
iv. Optional employee ISTRF Contributions
v. Group Health Benefits
vi. Short term disability carrier
vii. Life Insurance
viii. Credit Union
ix. United Way
x. County Tax (if applicable)
xi. Section 125
xii. Arts United
xiii. Garnishments
xiv. Child Support
xv. Pre-employment expense
xvi. Critical illness insurance

c. Teachers may authorize reductions for tax-sheltered annuities quarterly or within 30 days of initial employment.

J. Miscellaneous

a. 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.

b. 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 7: 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:

a. 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.

b. For the other 50% of the retirement contribution, ISTRF eligibility plus age 50 and 10 years of service with FWCS.

C. Forfeitures

a. The accounts of teachers terminating employment prior to meeting vesting requirements shall be re-distributed to participating teachers.

b. 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.

c. In the event a vested employee terminates employment, subsequently dies, and the plan administrator forfeits the balance of the deceased's account after determining there isn't a legal beneficiary, the balance of the forfeiture will be distributed in equal amounts to the active participants and the terminated participants with balances remaining in their VEBA accounts.

d. 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. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:

    i. Employees who forfeited their VEBA accounts in the same year;

    ii. Employees who previously forfeited their VEBA accounts; and

    iii. 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.

e. 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. 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:

    i. Employees who forfeited their 401(a) plan accounts in the same year;

    ii. Employees who previously forfeited their 401(a) plan accounts; and

    iii. 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.

f. 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 8: Effect and Term of Master Contract

A. Effect of Master Contract

   a. The Board 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.

   b. Any contract between the Board and an individual bargaining unit member shall be expressly subject to the terms and conditions of this Contract.

   c. 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.

   d. This Contract shall supersede any policies or procedures of the Board which shall be contrary to or inconsistent with its terms.

   e. Nothing of this contract abrogates the rights of the individual under existing laws.

   f. 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.

B. Public Hearing

The undersigned attest that on July 31, 2025, at 2:30 p.m. a public hearing as described in IC 20-29-6-1(b) was held at the Grile

Administration Building, located at 1200 S. Clinton St. in Fort Wayne, Indiana. During the public hearing, governing body members and members of the public were allowed to participate in the public hearing. Electronic participation from the parties and/or public was not permitted.

C. Public Meeting to Discuss the Tentative Agreement

The undersigned attest that, on the 13th day of October, 2025, at 6:00 p.m., a public meeting as described in IC 20-29-6-19 was held in the Board Room at the Grile Administration Building, located at 1200 S. Clinton St., in Fort Wayne, Indiana. During the public meeting, governing body members and members of the public were allowed to participate in the public meeting. Electronic participation from the governing body and/or public was permitted.

D. Term of Master Contract

a. This Contract shall be effective on July 1, 2025, and shall continue in effect through June 30, 2026. Provided, however, that the contract shall reopen exclusively to bargain salaries on or before June 30, 2026, if mutually agreed by the parties.

b. 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

	2024-25 Bachelors	2024-25 Masters	2025-27 Bachelors	2025-27 Masters
A	$47,093	$47,382		
B	$47,735	$48,024	$50,000	$50,295.18
C	$48,364	$48,653	$50,600	$50,895
D	$49,635	$49,924	$51,200	$51,495
E	$50,906	$51,195	$51,938	$52,233
F	$52,177	$52,466	$53,235	$53,530
G	$53,448	$53,737	$54,531	$54,826
H	$54,719	$55,008	$55,828	$56,122
I	$55,990	$56,279	$57,124	$57,419
J	$57,261	$57,550	$58,421	$58,715
K	$58,532	$58,821	$59,717	$60,012
L	$59,803	$60,092	$61,013	$61,308
M	$61,074	$61,363	$62,310	$62,605
N	$62,345	$62,634	$63,606	$63,901
O	$63,616	$63,905	$64,903	$65,197
P	$64,887	$65,176	$66,199	$66,494
Q	$66,158	$66,447	$67,495	$67,790
R	$67,429	$67,718	$68,792	$69,087
S	$68,700	$68,989	$70,088	$70,383
T	$69,971	$70,260	$71,385	$71,679
U	$71,242	$71,531	$72,681	$72,976
V		$72,802	$73,977	$74,272
W		$74,073	$75,274	$75,569
X		$75,344		$76,865
Y		$76,615		$78,162
Z		$77,886		$79,458
AA		$79,157		$80,754
BB				$82,050
CC				$83,347

No teacher will be placed on rows W or CC during the 2025-26 school year.

APPENDIX B – Cocurricular and Athletic Positions

HIGH SCHOOL COMPENSATION	
Position	**Stipend**
Head Football Coach	$8,540
Assistant Football Coach	$3,920
Girls Basketball Coach	$8,540
Boys Basketball Coach	$8,540
Girls Assistant Basketball Coach	$3,920
Boys Assistant Basketball Coach	$3,920
Head Girls Volleyball Coach	$4,340
Head Boys Volleyball Coach	$4,340
Girls Assistant Volleyball Coach	$3,050
Boys Assistant Volleyball Coach	$3,050
Head Girls Wrestling Coach	$4,340
Head Boys Wrestling Coach	$4,340
Girls Assistant Wrestling Coach	$3,050
Boys Assistant Wrestling Coach	$3,050
Baseball Coach	$4,340
Assistant Baseball Coach	$3,050
Softball Coach	$4,340
Assistant Softball Coach	$3,050
Girls Tennis Coach	$4,340
Boys Tennis Coach	$4,340
Assistant Girls Tennis Coach	$3,050
Assistant Boys Tennis Coach	$3,050
Girls Cross Country Coach	$4,340
Boys Cross Country Coach	$4,340
Girls Assistant Cross Country Coach	$3,050
Boys Assistant Cross Country Coach	$3,050
Girls Track Coach	$4,340
Boys Track Coach	$4,340
Girls Assistant Track Coach	$3,050
Boys Assistant Track Coach	$3,050
Girls Soccer Coach	$4,340
Boys Soccer Coach	$4,340
Girls Assistant Soccer Coach	$3,050
Boys Assistant Soccer Coach	$3,050
Gymnastics Coach	$4,340
Assistant Gymnastics Coach	$3,050
Girls Swimming Coach	$4,340
Boys Swimming Coach	$4,340
Assistant Swim (Dive) Coach	$3,050
Girls Golf Coach	$4,340
Boys Golf Coach	$4,340
Assistant Girls Golf Coach	$3,050
Assistant Boys Golf Coach	$3,050
Head eSports Coach	$4,340

Assistant eSports Coach	$3,050
Champions Together	$4,340
Champions Together Assistant	$3,050
Academic Competition Coach	$1,400
Lead Teacher ELA	$3,080
Lead Teacher Math	$3,080
Lead Teacher Science	$3,080
Lead Teacher Social Studies	$3,080
Lead Teacher Related Arts	$3,080
Lead Teacher SPED	$3,080
Lead Teacher Practical/Fine Arts	$3,080
SOS Lead Health Sciences and Human Services (HSHS)	$3,080
SOS Lead Business and the Arts	$3,080
SOS Lead Manufacturing, Engineering, Technology, and Trade (METT)	$3,080
SOS Lead Freshman (per House)	$3,080
Marching Band Director	$6,000
Assistant Band Director	$1,700
Special Assignment Orchestra	$2,050
Jazz Band Director	$2,050
Club Advisor	$1,000
Student-Athlete Advisor	$3,050
Student Council Sponsor	$2,000
National Honor Society	$1,000
Skills USA	$1,025
Health Occupations Student Association (HOSA)	$1,025
Speech and Debate	$4,000
Assistant Speech and Debate Coach	$1,700
Theatre Arts Director	$4,000
Assistant Theatre Arts Director	$1,700
Yearbook Advisor	$3,050
Technology Coordinator	$2,380
Vocal Music Director	$2,000
Assistant Vocal Music Director	$500
Show Choir Director	$3,050
Assistant Show Choir Director	$500
Dance Coach	$2,000
Assistant Dance Coach	$500
Cheerleader Coach	$4,340
Robotics Coach	$3,050
MIDDLE SCHOOL COMPENSATION	
Position	**Stipend**
Academic Competition Coach	$1,400
Lead Teacher ELA	$3,080
Lead Teacher Math	$3,080
Lead Teacher Science	$3,080
Lead Teacher Social Studies	$3,080

Lead Teacher Related Arts	$3,080
Lead Teacher SPED	$3,080
Sixth-grade Team Leader	$3,080
Seventh-grade Team Leader	$3.080
Eighth-grade Team Leader	$3,080
Cheerleader Coach	$1,820
Theater Director	$1,000
Show Choir	$2,050
Jazz/Instrumental Music Director	$1,000
Dance Coach	$1,000
Speech Coach	$700
Technology Coordinator	$2,380
Year/Memory Book Advisor	$560
Head Football Coach	$3,050
Assistant Football Coach	$1,700
Head Volleyball	$3,050
Assistant Volleyball Coach	$1,700
Girls Basketball	$3,050
Boys Basketball	$3,050
Girls Assistant Basketball	$1,700
Boys Assistant Basketball	$1,700
Girls Soccer	$3,050
Boys Soccer	$3,050
Girls Assistant Soccer	$1,700
Boys Assistant Soccer	$1,700
Head Cross Country	$3,050
Assistant Cross Country	$1,700
Head Swim Coach	$3,050
Assistant Swim Coach	$1,700
Head Track Coach	$3,050
Assistant Track Coach	$1,700
Club Advisors	$1,000
Robotics Coach	$1,540
ELEMENTARY COMPENSATION	
Position	**Stipend**
SST Coordinator	$2,050
Lead Teacher Elementary	$3,080
Fine Arts Coordinator	$560
Music Coordinator	$560
Patrol Supervisor	$1,025
Technology Coordinator	$2,380
Math Bowl	$560
Spell Bowl	$560
Club Advisors	$560
Cross Country Coach	$560
District Cross Country Coordinator	$560
Assistant Cross Country	$150
Basketball Coach Boys	$560

Basketball Coach Girls	$560
District Basketball Coordinator	$560
Assistant Basketball Coach	$150
Cheer Program Coordinator	$560
Flag Football Pilot Program	$560

Fort Wayne Education Association, Inc.

By: ___________________________
Sandra Vohs
Its President

By: ___________________________
Jessica Farlow
Its 1st Vice President

By: ___________________________
Shannon Fisher
Negotiations Liaison

Board of School Trustees of Fort Wayne Community Schools

By: ___________________________
Maria Norman
Its President

By: ___________________________
Jennifer Matthias
Its Secretary

By: ___________________________
Dr. Mark Daniel
Superintendent

By: ___________________________
Austin Couch
Spokesperson
Negotiation Committee

Ratified by the FWEA on ___________________________, 2025.

Ratified by the FWCS Board of School Trustees this ______ day of ____________________, 2025.