

## ARTICLE VII

### Salary and Wage Provisions

The salary schedule for each school year will be based on a "weighted average" salary schedule calculated each year. The "weighted average" will be based upon the school year salary schedule or school year composite salary schedule adopted by the school board for the teachers of each of the Central Nine Career Center participating school corporations. **The "weighted average" calculations cannot negatively affect the salary schedule (i.e., teachers cannot be paid less than the previous year solely due to the impact of the "weighted average" factor).**

The salary schedule for the 2010-2011 school years is set forth as attached hereto as Appendix A and made a part of this contract. The salary schedule for the 2010-2011 school year will be calculated pursuant to the formula set forth in this Article with one-half of one percent (1/2%) subtracted from the formula. This one-half of one percent (1/2%) was done by agreement to establish the one percent (1%) contribution to the Retirement 501(c) (9). Central Nine will prepare a salary schedule based upon this formula and provide a copy of the calculations and salary schedule to the Teachers' Association. After their review, if the parties are in agreement that the salary schedule reflects the product of this Article's formula, the parties will then sign the salary schedule and it then will become part of this Agreement. The same procedure will be followed for the 2008-2009 salary schedules.

A weighted percentage will be calculated for each participating corporation by the following formula:

$$\text{Weighted Percentage} = (.2 \times \text{AAV}\%) + (.8 \times \text{ADM}\%)$$

ADM% is the ratio of the average daily membership of the corporation on which the Central Nine budget for the school year was based to the total average daily membership of the participating school corporations, times 100.

The weighted percentage for 1992-93 is shown in the following table and will serve as a guide in

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calculating the weighted percentage in the following years:

School Corporation	AAV%	ADM%	WT.
Beech Grove	6.85	6.11	6.26
Center Grove	14.25	16.50	16.05
Clark-Pleasant	7.11	6.62	6.72
Franklin Community	8.88	9.68	9.52
Franklin Township	10.39	12.98	12.46
Greenwood	11.47	9.78	10.12