

# **CONTRACT**

**Between**

**THE BOARD OF SCHOOL TRUSTEES**

**Of The**

**EASTBROOK COMMUNITY SCHOOLS CORPORATION**

**And**

**THE EASTBROOK EDUCATION ASSOCIATION**

**2023-2024**



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## **Article I**

### **Recognition**

The Eastbrook Education Association, the Exclusive Representative, is hereby recognized by the Eastbrook Community Schools Corporation Board of School Trustees as the exclusive bargaining agent for the certified staff members, except the Superintendent; Assistant Superintendent; Director of Curriculum and Assessment; Principals; Assistant Principals; Athletic Director; Business Manager; Director of Technology, Administrative Assistant; and the Director of Special Education.

It is understood by both parties that this agreement sets forth the terms and conditions to which each party agrees to be bound, and that such agreement has been reached voluntarily without undue or unlawful coercion of force by either party.

## **Article II**

### **Terms of Agreement**

The terms of this agreement shall be in full force and effect from July 1, 2023, through June 30, 2024, by and between the Board of School Trustees ("Board") of the Eastbrook Community Schools Corporation and the Eastbrook Education Association ("Association").

## **Article III**

### **Definitions**

- A. The term "School Corporation" when used in this Contract shall refer to the Eastbrook Community Schools Corporation of the County of Grant of the State of Indiana.
- B. The terms "Board" and "Association" shall refer to the Eastbrook Community Schools Board of School Trustees and the Eastbrook Education Association, respectively.
- C. The term "Contract", as used in this agreement, is hereby defined to mean "collectively bargained" Master Contract.
- D. The term "Superintendent" shall refer to the superintendent or his/her designee.
- E. The term "Board Policy" shall refer to a policy adopted by the Eastbrook Community Schools Board of School Trustees.

## **Article IV**

### **Supremacy of Contract**

- A. This Contract supersedes and cancels all previous agreements whether verbal or written between the School Corporation and the Association.
- B. If any individual agreement made during the term of this Contract that contains language inconsistent with this Contract, this Contract shall prevail.

## **Article V**

### **Discussion**

The Board, Superintendent, and the Association agree to follow IC 20-29-6-7 as it pertains to Discussion.

## **Article VI**

### **Leaves of Absence**

*IC 20-28-9-11; IC 20-28-10-1; IC 20-28-9-14.*

#### **A. Personal Leave**

- 1. Teachers shall be granted three (3) days of personal leave with pay per school year.
- 2. The leave is to be used for matters that cannot be scheduled outside of regular school hours.
- 3. Notification of personal leave shall be made to the Superintendent in writing, three (3) days prior to such leave except in cases of emergency. No such leave will be granted the day prior to or the day following a vacation period except in case of emergency. Emergency is defined as a sudden, generally unexpected occurrence or set of circumstances demanding immediate action or on approval by the Superintendent.
- 4. The reasons for taking such leave will be to simply state that it is being taken under the provisions of this Contract.
- 5. Unused personal leave shall accumulate to six (6) days. All personal leave days thereafter shall be added to unused sick leave days at the end of each school year.



## **B. Maternity Leave**

### ***IC 20-28-10-5***

1. A teacher who is pregnant shall be entitled, upon request, to a leave without pay beginning any time between the commencement of her pregnancy and one (1) year following the birth of the child. All or part of the pregnancy leave due to doctor certified temporary disability may be charged at her discretion against her available sick days. The teacher shall notify the Superintendent, in writing, of her desire to take such leave and, except in case of medical emergency, shall give notice at least 30 days prior to the date on which the teacher's leave is to begin, and specify the length of her leave.
2. The teacher shall include with such notice a physician's statement certifying the pregnancy or a copy of the birth certificate of the child, whichever is applicable.
3. All or any portion of a leave taken by a teacher because of a physician certified temporary disability caused by pregnancy may be charged at the discretion of her available sick leave. After her available sick leave has been used, the teacher may be absent without pay.

## **C. Adoption Leave**

1. A teacher, upon written request, may receive adoption leave. This leave as granted shall be granted for up to three (3) consecutive semesters.

## **D. Court Leave**

1. Court leave with pay shall be granted to teachers for the time necessary to make appearance (s) in any court proceeding resulting from activities relating to the teacher's employment with the school corporation except where the teacher and the School Board are in adversarial position.

## **E. Jury Duty**

1. Teachers serving as jurors shall be compensated for the difference in their daily rate of pay from the Board of School Trustees and the amount received for jury service from the Court. A statement from the Clerk stating the amount received shall be submitted by the teacher to the Superintendent of Schools.

## **F. Association Leave**

1. The President of the EEA or his/her designee shall be granted a total of three (3) days leave paid by the Corporation. The cost of the substitute teacher will be paid by the association. If additional leave days are deemed necessary by the President or his/her designee, the Association will pay for the cost of the substitute teacher for these additional days.

## **G. Sick Leave**

### ***IC 20-28-9***

1. A teacher is entitled to be absent from school because of personal illness or quarantine for a period of twelve (12) days the first year and ten (10) days per year thereafter, accumulative to 170 days. Sick leave transferred from another school will be added to the teacher's service record according to Indiana State Law at a rate of three (3) days per year, beginning the 1<sup>st</sup> year, until all accumulative leave from the preceding school has been transferred.
2. Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.
3. Teachers shall be given a written accounting of accumulated sick leave with their individual contracts of each school year.
4. Teachers on summer employment shall be eligible to use a sick, personal, or emergency leave on the same basis as is used during the regular school year.

## **H. Family Illness**

1. A teacher may be absent with pay for sickness in the immediate family with the day charged to their regular sick leave days. Immediate family is interpreted to include the following relatives of either husband or wife: father, mother, brother, sister, children or a person who is presently a member of the household of the teacher. Family illness leave may also be taken in the event the spouse of a teacher gives birth. A teacher may take up to fifteen (15) Family Illness days each year.

## **I. Bereavement Leave**

### ***IC 20-28-9-9***

1. In case of death of a person defined as immediate family, the teacher is entitled to be absent without loss of compensation for up to five (5) days. These days are to be used during the current teacher contract year.

Immediate family is defined to include: legal spouse, child, step-child, grandchild, parents/guardian or similar relationship established by the teacher's marriage as well as teacher's brother/sister, or a person who is presently of the household of the teacher.

2. In case of death of a grandparent, brother or sister-in-law, the teacher is entitled to be absent without loss of compensation for up to three (3) days immediately following the death.

3. In case of death of a near relative, or close friend, the teacher is entitled to be absent without loss of compensation, sufficient time to attend the funeral, subject to the prior approval of the Superintendent of Schools. Such absence shall not exceed one (1) day for each instance immediately following the death.

## **Article VII**

### **Sick Leave Bank**

*IC 20-28-9-13*

#### **A. Eligibility**

1. A member of the bargaining unit shall be eligible to become a member of the sick leave bank. The purpose of the bank shall be to provide a teacher income protection in the event of illness or injury which exhaust his/her accumulated personal illness leave prior to the long term disability insurance becoming effective.

#### **B. Funding**

1. The bank shall be formed by the voluntary participation and voluntary donations of one (1) personal illness day by teachers who then become members of the bank. All donated days lose their identity and become property of the sick leave bank.

#### **C. Memberships**

1. The initial membership period for donations to the bank shall be from September 1 through October 1. New teachers may become members after thirty (30) contract days following the date of employment. Teachers who have been employed in the school corporation may join subsequently by paying all back assessments that would have been donated if that teacher joined when he/she was first eligible for membership.

#### **D. Refunding Bank**

1. When the bank falls below fifty (50) days, an obligatory assessment of one (1) personal illness day shall be made on all current members of the bank.

#### **E. Administration**

1. A committee composed of two (2) members appointed by the Superintendent and two (2) members appointed by the President of the Association and one (1) member jointly, who is a member of the EEA, shall administer the sick leave bank.



## **F. Application of Use**

Applications for use of the sick leave bank will be made to the chairperson of the committee responsible for administering the bank. A statement shall accompany the application from the attending physician describing the nature of the disability, and expected date of return to work. A maximum of forty (40) bank days will be allowed for a teacher during a contract year. If the teacher continues in active employment, the teacher shall repay the bank for days owed at the rate of three (3) days per year. The obligation to repay days shall be waived upon the teacher's severance from the Corporation. The committee will review applications for membership in the bank and will grant, deny or suspend grants of leave from the bank. Decisions of the committee will be final. A member of the committee will be chosen chairperson for the term of the agreement.

## **G. Withdrawal of Membership**

1. A teacher may withdraw from the bank at any time but may not withdraw donated days.

# **Article VIII**

## **Grievance Procedures**

### **Section 1. Definition**

A grievance is an alleged violation of claimed misinterpretation of a specific article or section of this agreement.

### **Section 2. Procedure**

#### **Step 1.**

Within twenty (20) working days of the time that the grievant(s) knew, or reasonably should have known of the grievance, the grievant(s) should orally present grievance to the building principal during non-teaching hours. During this presentation, the grievant(s) may be accompanied by a member of the Eastbrook Education Association. Within three (3) working days after presentation of the grievance, the building principal should orally answer the grievant(s).

#### **Step 2.**

Within five (5) working days of the oral answer, if the grievance is not resolved, it should be stated in writing, signed by the grievant(s) and submitted to the building principal on the form provided by the Administration (Exhibit A). The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of the Agreement alleged to be violated, (4) state the contention of the grievant(s) with respect to the grievance.

Within five (5) working days after receiving the written grievance, the principal shall communicate his/her answer in writing to the grievant(s).



### **Step 3.**

If the grievance is not resolved in Step 2, the grievant(s) may, within five (5) working days of the receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the Principal with the office of the Superintendent. The Superintendent's office shall issue a receipt to the teacher for materials filed with his/her office.

The Superintendent, or his/her designated representative, shall give the grievant an answer in writing no later than ten (10) working days after receipt of any written grievance properly filed by the Superintendent's office.

### **Step 4.**

Within ten (10) working days after receiving the decision of the Superintendent, an appeal of the decision may be made to the Board by submitting (1) the grievance, (2) the principal's answer, and (3) the Superintendent's answer.

The Board shall not consider any material, allegation, or remedy that was not presented in Step 3.

The Board may have its counsel present. The grievant (s) may have their counsel present, which may include representation of the local EEA and/or representation of the State Association.

## **Section 3: Hearings**

Hearings shall be conducted at a time and place, which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present and to attend. Hearings shall be conducted during non-school hours, unless there is a mutual agreement for further arrangements.

## **Section 4: Time Limits**

Time limits herein may be extended only by mutual agreement, signed by both parties.

If there is a failure at any step to communicate the decision on a grievance or grievances within the specified time limit, the grievant(s) shall have the right to appeal at the next step of the procedure.

Any grievance that is not advanced from one step to the next within the time limits shall be deemed resolved by the answer at the previous step.

Any grievance not presented in Step one (1) within twenty (20) working days at the time the grievant(s) knew or reasonably should have known of the grievance, or any grievance not submitted in writing in Step two (2) within six (6) working days of its submission in Step one (1), shall be deemed waived and shall not be processed.

## **Section 5: State and Federal Law**

Nothing contained herein shall deny to any employee rights under State or Federal Constitutions and Laws.

### **Article IX**

#### **Insurance Protection**

##### **A. Health Insurance**

1. The Eastbrook Community Schools Corporation shall provide \$7,133 toward the premium for a single plan and \$17,956 toward the premium for a family plan for calendar year 2024. Any teacher not electing one of these plans listed above will receive an additional \$10,000 term life insurance as outlined in Section B.
2. The Corporation's contribution shall remain the same regardless of which plan the employee chooses. For those opting to enroll in the high deductible single plan, the Corporation will contribute \$5,133 toward the premium and \$2,000 into the employee's active VEBA account with Security Benefit. For those opting to enroll in the high deductible family plan, the Corporation will contribute \$13,956 toward the premium and \$4,000 into the employee's active VEBA account with Security Benefit. Late enrollees shall be eligible for the full VEBA contribution and the insurance premium contribution shall be calculated on a prorated basis with the total of both the VEBA contribution and the insurance premium contribution not exceeding the total maximum employer contribution. In the event that the prorated contribution is less than the VEBA contribution, the employee will receive the contracted minimum contribution of no less than \$2,000 towards a single plan or \$4,000 towards a family plan that will be paid towards the VEBA.
3. Premiums shall be deducted from employees' pay in 24 equal payments. The Corporation shall make its VEBA contributions in one payment on or before January 2 of each year.

##### **Group Health Insurance**

Immediately following retirement, the teacher shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

1. The teacher has attained fifty-five (55) years of age and is not eligible for Medicare.
2. The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before retirement.
3. The teacher must have completed not less than twenty (20) full years of continuous service as a certified employee in the Eastbrook Community Schools Corporation.



4. At least forty-five (45) days prior to the retirement date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.
5. The retiree will pay 100% of the premium.

It is acknowledged that the parties intend these provisions to comply with applicable deferral and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code.

**B. Life Insurance**

The Eastbrook Community Schools Corporation shall provide for teachers a group life insurance protection plan which shall pay the teacher's beneficiary the sum of forty-five thousand dollars (\$45,000). In the event of accidental death, a sum of two (2) times that amount shall be paid independent of whether the death occurred on the job or not. The Board shall pay all but one dollar (\$1.00) of the annual premium for this insurance policy.

**C. Long-Term Disability Insurance**

The Eastbrook Community Schools Corporation will pay, per teacher, all but \$1.00 of the annual premium for a long-term disability plan for the duration of the contract.

**D. Vision Care Insurance**

The Eastbrook Community Schools Corporation will pay, per teacher, all but \$1.00 of the annual premium for a vision care program for the duration of the contract.

**E. Section 125**

The Eastbrook Community Schools Corporation will provide an Internal Revenue Code Section 125 Plan to include medical insurance premium, medical expense reimbursement and dependent care reimbursement for use by teachers or retired teachers no longer eligible for further post-separation 403 (b) payments.

**F. Insurance Committee**

1. A committee, jointly appointed by the administration and the EEA, shall review insurance plans and carriers to discuss options. The committee shall meet on the written call of either party.



## **G. Longevity Stipend**

1. The following stipend amount is in addition to the salary schedule for the respective certificated school employee in determining compensation for services to be rendered.
2. Upon written request to the Superintendent before the respective July 1 (see c. below) by a certificated school employee who has:
  - a. Reached age 55 by the end of the succeeding school year;
  - b. with minimum of twenty (20) years of service in the Eastbrook School Corporation; and
  - c. plans that the subsequent school year to be his/her last year of employment by the School Corporation.
  - d. Should the teacher's retirement plans change, the teacher will not be paid a longevity stipend.

The School Corporation shall contribute two thousand dollars (\$2,000) as a longevity stipend to the individual's school year contracted salary for instructional services for subsequent school year payable starting with the first pay of the school year. If notification is given after July 1, then the two thousand dollars (\$2,000) will be paid at the time of the last payroll in June.

3. The Superintendent may waive the notice requirement as a result of the certificated school employee's serious ill health, serious accident; unforeseen emergency; or because of the initial school year implementation of the section, by the parties.

## **Article X**

### **Eastbrook Community Schools Corporation Compensation Model**

Teacher compensation will be based upon performance with teachers earning units for specific performance in the following two defined categories:

- |                        |           |                         |
|------------------------|-----------|-------------------------|
| 1. Teacher Evaluation: | 1-6 Units | (added to base/stipend) |
| 2. Experience:         | 1 Unit    | (added to base)         |

#### **Teacher Evaluations**

Highly Effective:	6 Units:	5 Units added to Base Salary; 1 Unit as a Stipend
Effective:	5 Units:	5 Units added to Base Salary
Needs Improvement:	2 Units	*No Salary Increase
Ineffective:	1 Unit:	*No Salary Increase

The teacher evaluation period commences at the start of each school year and continues through the end of the school year.

A teacher providing instruction to students in elementary school, middle school, or high school who is rated as ineffective or needs improvement under IC 20-28-11.5 may not receive any raise or increment for the following year. \*The exception would be those teachers that are in their first two years of any teaching employment per IC 20-28-9-1.5(g).

Amounts allocated for salary increases for teachers who receive an evaluation rating of ineffective or improvement necessary will be distributed as base salary increases to teachers who receive an evaluation rating of effective or highly effective for the same period and will be paid to such teachers before the end of the contract term.

Teachers may earn up to six units in category one and one unit in category 2 for a total of 7 units per year.

Teachers must work at least a total of 120 days to be eligible for a pay increase.

New hire teachers with experience will factor in average salary with similar years of experience and educational level.

The Superintendent based on the needs of the district will determine the beginning base salary for teachers new to Eastbrook Community Schools Corporation based on the academic needs of the school district. The salary cannot exceed the current salary range for a veteran teacher. In the event that there was a determination of a need to increase or adjust the salary of a certified teacher, then a discussion with the Eastbrook Education Association will take place prior to finalization of the contract.

The Superintendent and the Eastbrook Education Association will negotiate the amount of money that will be available for salary and benefits.

## **CATEGORY DEFINITIONS**

### **1. Teacher Evaluation (added to base)**

- Teachers who score in the top two categories (Effective or Highly Effective) on the evaluation instrument earn 5 units for Effective and 6 units for Highly Effective. The sixth unit earned for Highly Effective is paid as a one-year stipend and will not be added to the base.

### **2. Experience (added to base)**

- Minimum 120 paid days previous year = 1 unit

Master's Degree

For teachers who meet the requirements of a Master's degree in a content area defined by the Indiana Department of Education or show proof of attainment of their Master's degree in an educational content area, the teacher will be moved from the Bachelor's salary range to the Master's salary range in relation to their years

of experience as previously recognized by the School Corporation. Units earned for an effective or a highly effective evaluation rating will be applicable to the Master's salary.

A letter from the teacher's college or university on official letterhead stating that the coursework has been completed and Master's degree requirements have been met must be received by the Superintendent by August 1 (or the Monday following that date if August 1 falls on a weekend).

By the first day of the school year, a transcript must be provided to the Superintendent that shows the work was successfully completed.

Failure to meet the above deadlines will result in the placement at the same salary range as the previous school year. After the Superintendent receives the required verification of the completed course work, the teacher will be placed in the master's salary range the following school year.

**Eastbrook Community Schools Corporation**  
**Salary Base/Unit Value**  
**2023-2024 School Year**

**Salary Base: \$43,000(Bachelor's Degree)**  
**Salary Base: \$45,000 (Master's Degree)**  
**Salary Range: \$43,000-\$74,665**  
**Unit Value: \$450 per unit**

**Extended Contracts**

1. FFA Advisors and school counselors shall have extended contracts as defined in the Certified Personnel Manual and will be paid their contracted day rate for the extended contract. FFA advisors shall be contracted 198 days, secondary school counselors shall be contracted, 7-8<sup>th</sup> Grade: 188 days, 9-10<sup>th</sup> Grade: 193 days, 11-12<sup>th</sup> Grade: 203 days. Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.
2. Teaching staff who agree to teach additional periods shall be paid their contracted rate/6 with that amount added to their contract. "Agree to" was discussed and not bargained.
3. Teachers who will be providing homebound instruction shall be paid their professional hourly rate.
4. Teachers who will be providing summer school instruction shall be paid their professional hourly rate.



## **Teacher Contract Days**

The basic teaching year shall be 183 contracted days for all certified teachers. This data is for informational purposes and is not bargained.

## **Retirement Benefits**

The Board shall contribute the 3% state-mandated teacher's share of the Indiana Public Retirement System (INPRS) of the teacher's total compensation.

### **403(b) Plan-Employee Contributions**

The Board agrees to establish and maintain a qualified retirement plan satisfying the requirements of 403(b) Annuity Plan (either traditional or Roth as determined by the teacher at enrollment) of the Internal Revenue Code ("403(b) Plan") for teachers. Each teacher who enrolls in an eligible 403(b) Annuity Plan may invest in the plan up the maximum allowable under federal law.

The selection of vendors and the remaining terms and conditions of the 403(b) Annuity Plan shall be reasonably determined by the School Corporation.

### **401(a) Plan-Employer Contributions**

The Board shall establish and maintain a qualified retirement plan satisfying the requirements of section 401(a) of the Internal Revenue Code ("401(a) Plan") for teachers. For teachers who wish to participate in this benefit and enroll in a 403(b) Plan, the Board shall match (Employer Contributions) one thousand dollars (\$1,000).

The 401(a) Plan Employer Contributions shall be made to an approved Corporation vendor.

### **Transfers to Providers**

Payroll deductions and Employer Contributions to the Section 403(b) and/or Section 401(a) will be forwarded no later than five (5) business days following the issuance of paychecks.

### **Vesting**

Teachers shall be eligible for Employer Contributions beginning their first year of employment and be fully and immediately vested in the 401(a) Plan.

### **Maintenance/Service Fees**

Maintenance/service fees will be charged to each 403(b)-account holder if they are not paid by the vendor.

## **Expanded Criminal History**

Eastbrook Community Schools Corporation will conduct an expanded criminal history check on each employee once every five (5) years. The Superintendent will be responsible for determining the schedule for conducting the expanded criminal history checks on school employees. The initial cost of the criminal history check for a new employee shall be paid by the employee and renewal of the criminal history check every five years will be the financial responsibility of the employer.

## **Licensing Requirements**

All Eastbrook Community Schools Corporation's certified staff members are required to keep their licensing current. Failure to have a current license by the first teacher day will result in receiving substitute teacher pay until the required license is current. Exceptions may be granted in cases where a teacher can demonstrate that the licensure is already in process or in other cases of extenuating circumstances deemed reasonable by the Superintendent.

## **Article XI**

### **Extra Duty Pay Schedule**

- A.** This schedule represents an agreement regarding payment for extra duties or responsibilities. The Superintendent or his/her designee shall retain sole discretion as to the staffing of listed positions and whether such positions will be filled or vacant. When positions are filled, the amounts listed shall prevail.
- B.** Coaches and/or teachers who drive a school bus to transport students to and from scheduled school activities shall be reimbursed at the same base rate as regular drivers for similar trips except:
  - 1. Coaches and/or teachers shall receive no mileage reimbursement.
  - 2. Coaches and/or teachers shall receive no hourly reimbursement.
- C.** Whenever a teacher is required to use his/her personal vehicle on school business, he/she will be reimbursed at the rate of fifty cents (\$0.50) per mile provided a mileage claim is filed by the fifteenth (15<sup>th</sup>) of the month following.
- D.** Certificated staff at the elementary schools who cover another teacher's class, will be compensated \$100 for the day. Partial days or partial class loads will be prorated
- E.** Certificated staff at the Middle School and High School who during their preparation time cover another teacher's class will be compensated \$17 per period.
- F.** All teachers upon their request, will be presented with an all school pass which will admit them to any local school sporting event, play, musical and other related events.



- G. Teachers approved by the Director of Curriculum & Assessments to develop/write curriculum after the last teacher day will be compensated at \$25 per hour.
- H. Teachers approved by their Principal to provide one (1) hour of tutoring after the teacher's contracted day has ended, will be paid a \$25 stipend for each day of tutoring provided.

### I. Extra-Duty Restructuring

1. Grandfathered Positions and Stipend. Members of the Extra Duty Staff, who have appointments/stipends in 2002-2003 school year ending May 30, 2003, who return in subsequent school years to the same appointment shall continue to receive compensation at the 2002-2003 rate, hereafter "current rate", regardless of the extra duty base or new listed stipend, until the "new amount" provided by this amendment increases to exceed the "current amount". Thereafter, the returning appointee shall be paid the new amount as adjusted by sequential changes of the base.
2. New Appointees and Stipend. Persons not covered by subsection one (1) above, are considered new appointees and shall receive the "new amount" and not the "current amount".
3. Dual Appointments/Stipends. In no case shall a person receive two (2) or more stipends for performing the same or significantly similar responsibilities serving the same or significantly same students in the same time period. The building principal shall be responsible for enforcing this restriction as building extra duty annual appointments are made.
4. The "new amounts" shall be effective with the beginning of the 2003-2004 school year (June 1, 2003) and shall not be retroactive.

### J. Extra Duty

1. The salary for each position, except as provided above, shall be computed by multiplying the Bachelors Science-0 (beginning salary) times the percentage indicated for each group/position. The number of positions is for informational purposes only and not bargained. See pp. 19-21 for amounts.

2.

#### Category I (1%)

Advanced Placement  
All One-Person Departments

Dual Credit  
Industrial Arts Department

#### Category II (2%)

Academic Excellence Sponsor  
Art & Drawing Club  
Art Honor Society/Art Club  
After-School Detention  
Color Guard Team  
Dance Team

Journalism Middle School  
Mu Alpha Theta  
Musical - Elementary  
Oral Arts Drama Club  
Physics Club  
Robotics Club



**Category II (2%) continued**

DECA Club  
French Club  
Freshman Class Sponsor  
Geography Club  
Honor Society-High School  
Honor Society-Middle School

Sophomore Class Sponsor  
Spanish Club  
Student Council-Middle School  
Theater-Assistant Director, Level 2 (2)  
Yearbook-Middle School

**Category III (3%)**

Academic Coach Assistant  
Agriculture Department  
Art Department  
Basketball Boys Elementary Director  
Basketball Girls Elementary Director  
Business Department  
English Department  
Family and Consumer Science Dept.  
Football Elementary Director  
Foreign Language Department  
Guidance Department

Library Department  
Math Department  
Music Department  
Physical Ed/Health Department  
Science Department  
Social Studies Department  
Special Education Department  
Theater-Assistant Director, Level 1  
Weights-Summer (2)  
Yearbook-High School (formerly Journalism)

**Category IV (4%)**

Band-Middle School Director  
Football-Assistant 6<sup>th</sup> Grade Coach  
Football-Assistant 7<sup>th</sup> Grade Coach  
Football-Assistant 8<sup>th</sup> Grade Coach

Junior Class Sponsor (2)  
Senior Class Sponsor (2)  
Track-Assistant Middle School Coach (2)  
Wrestling-Assistant Middle School Coach

**Category V (5%)**

Basketball-Boys 6<sup>th</sup> Grade Coach  
Basketball-Boys 7<sup>th</sup> Grade Coach  
Basketball-Boys 8<sup>th</sup> Grade Coach  
Basketball-Girls 6<sup>th</sup> Grade Coach  
Basketball-Girls 7<sup>th</sup> Grade Coach  
Basketball-Girls 8<sup>th</sup> Grade Coach  
Cheerleaders-Middle School Sponsor  
Cross Country-Middle School Coach  
Head 6<sup>th</sup> Grade Football Coach

Head 7<sup>th</sup> Grade Football Coach  
Head 8<sup>th</sup> Grade Football Coach  
Golf-Middle School Co-Ed  
Track-Middle School Head Girls Coach  
Track-Middle School Head Boys Coach  
Trainer-Non Certified  
Wrestling-Head Middle School Coach  
Volleyball-6<sup>th</sup> Grade Coach  
Volleyball-7<sup>th</sup> Grade Coach  
Volleyball-8<sup>th</sup> Grade Coach

**Category VI (6%)**

Marching Band  
Student Council-High School Sponsor

Theater-Stage Play Director

**Category VII (9%)**

Band-High School Director  
Baseball-Assistant Level 2 Coach  
Choir Director

Softball-Assistant Level 2 Coach  
Track-Middle Sch./Sr. High Level 2 Coach  
Volleyball-Assistant Level 2 Coach

**Category VIII (10%)**

Academic Coach  
Baseball-Assistant Level 1 Coach  
Basketball-Asst. Level 2 Boys Coach  
Basketball-Asst. Level 2 Girls Coach  
Cheerleaders-High School Sponsor  
Cross Country-Boys Coach  
Cross Country-Girls Coach  
Football-Assistant Level 2 Coach (2)  
Golf-Boys Coach  
Golf-Girls Coach

Soccer-Assistant Level 1 Boys Coach  
Soccer-Assistant Level 1 Girls Coach  
Softball-Assistant Level 1 Coach  
Theater-Musical Director  
Track-Assistant Level 1 Boys Coach  
Track-Assistant Level 1 Girls Coach  
Volleyball-Assistant Level 1 Coach  
Wrestling-Assistant Level 1 Coach  
Trainer-Certified

**Category IX (12%)**

Basketball-Boys Level 1 Coach  
Basketball-Girls Level 1 Coach

Football-Assistant Level 1 Coach (3)

**Category X (13%)**

Baseball-Head Coach  
Soccer-Head Boys Coach  
Soccer-Head Girls Coach  
Softball-Head Coach

Track-Head Boys Coach  
Track-Head Girls Coach  
Volleyball-Head Coach  
Wrestling-Head Coach

**Category IX (20-24%)**

Basketball-Head Boys Coach  
Basketball-Head Girls Coach

Football-Head Coach

<u>ECA Activity</u>	<u>2022-2023</u>	<u>2023-2024</u>
Academic Coach	\$ 4,100	\$ 4,300
Academic Coach Assistant	\$ 1,230	\$ 1,290
Academic Excellence Sponsor	\$ 820	\$ 860
Advanced Placement	\$ 410	\$ 430
After-School Detention	\$ 820	\$ 860
Agriculture Department	\$ 1,230	\$ 1,290
Art Honor Society/Art Club	\$ 820	\$ 860
Art Department	\$ 1,230	\$ 1,290
Art & Drawing Club	\$ 820	\$ 860
Band Middle School Director	\$ 1,640	\$ 1,720
Band High School Director	\$ 3,690	\$ 3,870
Baseball Assistant Level 1	\$ 4,100	\$ 4,300
Baseball Assistant Level 2	\$ 3,690	\$ 3,870
Baseball Head Coach	\$ 5,330	\$ 5,590
Basketball Boys Assistant Level 1	\$ 4,920	\$ 5,160
Basketball Girls Assistant Level 1	\$ 4,920	\$ 5,160
Basketball Boys Assistant Level 2	\$ 4,100	\$ 4,300
Basketball Girls Assistant Level 2	\$ 4,100	\$ 4,300
Basketball Boys 8th Grade	\$ 2,050	\$ 2,150
Basketball Boys 7th Grade	\$ 2,050	\$ 2,150
Basketball Boys 6th Grade	\$ 2,050	\$ 2,150
Basketball Boys Elementary Director	\$ 1,230	\$ 1,290
Basketball Girls Elementary Director	\$ 1,230	\$ 1,290
Basketball Girls 8th Grade	\$ 2,050	\$ 2,150
Basketball Girls 7th Grade	\$ 2,050	\$ 2,150
Basketball Girls 6th Grade	\$ 2,050	\$ 2,150
Basketball Head Boys	\$ 9,020	\$ 9,460
Basketball Head Girls	\$ 9,840	\$ 10,320
Business Department	\$ 1,230	\$ 1,290
Cheerleaders High School	\$ 4,100	\$ 4,300
Cheerleaders Middle School	\$ 2,050	\$ 2,150
Choir Director	\$ 3,690	\$ 3,870
Color Guard Team	\$ 820	\$ 860
Cross Country Boys	\$ 4,100	\$ 4,300
Cross Country Girls	\$ 4,100	\$ 4,300
Cross Country Middle School	\$ 2,050	\$ 2,150
DECA	\$ 820	\$ 860
Dance Team	\$ 820	\$ 860
Dual Credit	\$ 410	\$ 430
English Department	\$ 1,230	\$ 1,290
FACS Department	\$ 1,230	\$ 1,290
Football Assistant Level 1	\$ 4,920	\$ 5,160



<u>ECA Activity</u>	<u>2022-2023</u>	<u>2023-2024</u>
Football Assistant Level 1	\$ 4,920	\$ 5,160
Football Assistant Level 1	\$ 4,920	\$ 5,160
*Football Assistant Level 2	\$ 4,610	\$ 4,610
Football Assistant Level 2	\$ 4,100	\$ 4,300
Football Head	\$ 9,840	\$ 10,320
Football Assistant 8th Grade	\$ 1,640	\$ 1,720
Football Assistant 7th Grade	\$ 1,640	\$ 1,720
Football Assistant 6th Grade	\$ 0	\$ 1,720
Football Elementary Director	\$ 1,230	\$ 1,290
Football Head 8th Grade	\$ 2,050	\$ 2,150
Football Head 7th Grade	\$ 2,050	\$ 2,150
Football Head 6th Grade	\$ 0	\$ 2,150
Foreign Language Department	\$ 1,230	\$ 1,290
French Club	\$ 820	\$ 860
Freshman Class Sponsor	\$ 820	\$ 860
Geography Club	\$ 820	\$ 860
Golf Boys	\$ 4,100	\$ 4,300
Golf Girls	\$ 4,100	\$ 4,300
Golf Middle School Coed	\$ 2,050	\$ 2,150
Guidance Department	\$ 1,230	\$ 1,290
Honor Society High School	\$ 820	\$ 860
Honor Society Middle School	\$ 820	\$ 860
Industrial Arts Department	\$ 410	\$ 430
Journalism Middle School	\$ 820	\$ 860
Junior Class Sponsor	\$ 1,640	\$ 1,720
Junior Class Sponsor	\$ 1,640	\$ 1,720
Library Department	\$ 1,230	\$ 1,290
Marching Band	\$ 2,460	\$ 2,580
Math Department	\$ 1,230	\$ 1,290
Mu Alpha Theta Sponsor	\$ 820	\$ 860
Music Department	\$ 1,230	\$ 1,290
Musical Elementary	\$ 820	\$ 860
Oral Arts Drama Club	\$ 820	\$ 860
Physical Ed./Health Department	\$ 1,230	\$ 1,290
Physics Club	\$ 820	\$ 860
Robotics Club	\$ 820	\$ 860
Science Department	\$ 1,230	\$ 1,290
Senior Class Sponsor	\$ 1,640	\$ 1,720
Senior Class Sponsor	\$ 1,640	\$ 1,720
Social Studies Department	\$ 1,230	\$ 1,290
Soccer Boys Head	\$ 5,330	\$ 5,590
Soccer Girls Head	\$ 5,330	\$ 5,590
Soccer Boys Assistant Level 1	\$ 4,100	\$ 4,300

<u>ECA Activity</u>	<u>2022-2023</u>		<u>2023-2024</u>	
Soccer Girls Assistant Level 1	\$	4,100	\$	4,300
Softball Head	\$	5,330	\$	5,590
Softball Assistant Level 1	\$	4,100	\$	4,300
Softball Assistant Level 2	\$	3,690	\$	3,870
Sophomore Class Sponsor	\$	820	\$	860
Spanish Club	\$	820	\$	860
Special Education Department	\$	1,230	\$	1,290
Student Council High School	\$	2,460	\$	2,580
Student Council Middle School	\$	820	\$	860
Theater – Stage Play Director	\$	2,460	\$	2,580
Theater – Assistant Director, Level 1	\$	1,230	\$	1,290
Theater – Assistant Director, Level 2	\$	820	\$	860
Theater – Assistant Director, Level 2	\$	820	\$	860
Theater – Musical Director	\$	4,100	\$	4,300
Track Boys Assistant Level 1	\$	4,100	\$	4,300
Track Girls Assistant Level 1	\$	4,100	\$	4,300
Track Assistant Middle School	\$	1,640	\$	1,720
Track Assistant Middle School	\$	1,640	\$	1,720
Track Head Boys	\$	5,330	\$	5,590
Track Head Girls	\$	5,330	\$	5,590
Track Middle School Head Girls	\$	2,050	\$	2,150
Track Middle School Head Boys	\$	2,050	\$	2,150
Track Assistant Level 2	\$	3,690	\$	3,870
Trainer Certified	\$	4,100	\$	4,300
Trainer Non-Certified	\$	2,050	\$	2,150
Volleyball Head	\$	5,330	\$	5,590
Volleyball Assistant Level 1	\$	4,100	\$	4,300
Volleyball Assistant Level 2	\$	3,690	\$	3,870
Volleyball 8th Grade	\$	2,050	\$	2,150
Volleyball 7th Grade	\$	2,050	\$	2,150
Volleyball 6th Grade	\$	2,050	\$	2,150
Weights Summer	\$	1,230	\$	1,290
Weights Summer	\$	1,230	\$	1,290
Wrestling Assistant Middle School	\$	1,640	\$	1,720
Wrestling Assistant Level 1	\$	4,100	\$	4,300
Wrestling Head Middle School	\$	2,050	\$	2,150
Wrestling Head High School	\$	5,330	\$	5,590
Yearbook High School (formerly Journalism)	\$	1,230	\$	1,290
Yearbook Middle School	\$	820	\$	860

\*The asterisk (\*) denotes the position is being paid the grandfathered amount that is shown in the 2022-2023 (Football Assistant Level 2) & 2023-2024 (Football Assistant Level 2) school year columns.

The undersigned attest to the following:

1. A public hearing was held in compliance with Indiana Code 20-29-6-1(b) on August 28, 2023, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with Indiana Code 20-29-6-19 was held on October 23, 2023, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This contract is so attested to by the parties whose signatures appear below:

BOARD OF SCHOOL TRUSTEES EASTBROOK COMMUNITY SCHOOLS  
CORPORATION

Ryan A. Richards President  
Daniel E. Spencer Vice President  
[Signature] Secretary  
Day Carl Member  
Eric Hinderlite Member

Ratified in public session on November 13, 2023

EASTBROOK EDUCATION ASSOCIATION

[Signature] President  
Kara Berens Negotiations Spokesperson  
Nov. 13, 2023 Date

Ratified in public session on November 13, 2023