

CONTRACT

Between

THE BOARD OF SCHOOL TRUSTEES

Of The

EASTBROOK COMMUNITY SCHOOLS CORPORATION

And

THE EASTBROOK EDUCATION ASSOCIATION

2017-2018



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Article I

Recognition

- A. 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, Curriculum Director, Principals, Assistant Principals, Athletic Director, Business Manager 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, 2017, through June 30, 2018, 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 "Teacher" shall refer to the personnel who are employed on a teacher's contract and who hold certification through the Indiana Professional Standards Board or the Indiana Department of Education except the Superintendent of Schools, Assistant Superintendent, Business Manager, Principals, Assistant Principals, Curriculum Directors, Athletic Directors, and Director of Special Education.
- F. 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 subject to the provisions of Article XV, A.

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 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 2nd 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.

H. Bereavement Leave

IC 20-28-9-9□

1. In case of death of a husband, wife, father, mother, brother, or sister, and children of either husband or wife, grandchild, or a person who is presently a member of the household of the teacher, the teacher is entitled to be absent without loss of compensation for up to five (5) days immediately following the death.
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 appointed shall administer the sick leave bank. 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.

F. Application of Use

1. 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.

G. Withdrawal of Membership

2. 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 \$6,455 toward the premium for a single plan and \$16,282 toward the premium for a family plan for calendar year 2018. 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 \$4,455 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 \$12,282 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 pro-rated 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 pro-rated 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.

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. 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 Salary

1. The following salary amount is in addition to the salary schedule for the respective certificated school employee in determining salary 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 salary.

The School Corporation shall contribute two thousand dollars (\$2,000) as longevity salary 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. This section shall be effective on and after August 3, 2004.
4. 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.

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.

*Teachers who are evaluated as **Needs Improvement or Ineffective** (bottom 2 categories in the state adopted evaluation model) are not eligible to receive any salary increase based on Indiana Code. That teacher will remain at his/her previous year's base salary. The exception would be those that are eligible for a raise per IC 20-28-9-1.5(d). According to Indiana Code, new teachers, true first and second-year teachers cannot be penalized for receiving an Ineffective or Needs Improvement rating and therefore are entitled to a raise.

Indiana Code § 20-28-9-1.5(c) requires that “[t]he amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be allocated for compensation to teachers rated effective or highly effective.”

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 will be “grandfathered” into the new compensation system at the level they were assigned as of July 2013. The teacher must be under contract the following year to be eligible for unit pay.

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

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 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 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

**Eastbrook Community Schools Corporation
Salary Base/Unit Value
2017-2018 School Year**

Salary Base: \$35,500 (Bachelors Degree)

Salary Base: \$37,550 (Masters Degree)

Salary Range: \$35,500 - \$63,052

Unit Value: \$275 per unit

Extended Contracts

1. FFA Advisors, technology director 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, 7-10th Grade: 193 days, 11-12th Grade: 203 days, and the Technology Director shall be contracted 210 days. This is for informational purposes and is not bargained.
2. Teaching staff who agree to teach additional periods shall be paid their contracted rate/6 with that amount added to their contract.
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.

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.

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 and renewal of the criminal history check every five years will be the financial responsibility of the employee.

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 (15th) of the month following.
- D.** 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.

E. 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.

F. 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.

2.

Category I (1%)

All one-person departments
Industrial Arts

Dual Credit
Advanced Placement

Category II (2%)

Art Club
DECA Club
Dance Team
French Club
Geography Club
H.S. Honor Society
Jr. High Honor Society
Flag and Rifle Team
Freshman Class Sponsor
Academic Excellence

Jr. High Journalism
Elementary Musical
Oral Arts (Drama Club)
Physics Club
Spanish Club
Jr. High Student Council
Jr. High Yearbook
Mu Alpha Theta
Sophomore Class Sponsor
After-School Detention

Category III (3%)

Assistant Academic Coach
Agriculture Department
Art Department

Foreign Language Department
Guidance Department
High School Journalism

Elementary Basketball Director- boys
Elementary Basketball Director-girls
Business Department
English Department
Family and Consumer Science Dept.
Elementary Football Director
Special Education Department
Music Department

Math Department
Physical Ed./Health Department
Play (Assistant Musical Director)
Science Department
Senior Class Sponsor (2)
Social Studies Department
Summer Weights (2)

Category IV (4%)

Jr. High Band Director
Assistant 8th Grade Football Coach
Assistant 7th Grade Football Coach
Junior Class Sponsor (2)

Play (Jr. High Musical)
Assistant Jr. High Track Coach (2)
Assistant Jr. High Wrestling Coach

Category V (5%)

Boys 8th Grade Basketball Coach
Boys 7th Grade Basketball Coach
Girls 8th Grade Basketball Coach
Girls 7th Grade Basketball Coach
Jr. High Cheerleaders Sponsor
Jr. High Cross Country Coach
Head 8th Grade Football Coach

Head Jr. High Track Coach (2)
Non-Certified Trainer
8th Grade Volleyball Coach
7th Grade Volleyball Coach
Head Jr. High Wrestling Coach
Coed Jr. High Golf
Head 7th Grade Football Coach

Category VI (6%)

Play (Fall Drama)

High School Student Council

Category VII (9%)

Band Director
Assistant Level 2 Baseball Coach
Choir Director

Assistant Level 2 Softball Coach
Jr./Sr. High Level 2 Track Coach
Assistant Level 2 Volleyball Coach

Category VIII (10%)

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

Boys Golf Coach
Play (Musical Director)
Assistant Level 1 Softball Coach
Assistant Level 1 Boys Track Coach
Assistant Level 1 Girls Track Coach
Assistant Level 1 Volleyball Coach
Assistant Level 1 Wrestling Coach
Assistant Level 1 Girls Soccer Coach
Certified Trainer

Category IX (12%)

Boys Level 1 Basketball Coach
Girls Level 1 Basketball Coach

Assistant Level 1 Football Coach (3)

Category X (13%)

Head Baseball Coach
Head Softball Coach
Head Boys Track Coach
Head Boys Soccer Coach

Head Girls Track Coach
Head Volleyball Coach
Head Wrestling Coach
Head Girls Soccer Coach

Category IX (20-24%)

Head Boys Basketball Coach
 Head Girls Basketball Coach

Head Football Coach

<u>ECA Activity</u>	<u>2016-2017</u>	<u>2017-2018</u>
Academic Coach Asst.	\$ 1,035	\$ 1,065
Academic Coach	\$ 3,450	\$ 3,550
Academic Excellence Sponsor	\$ 690	\$ 710
Advanced Placement	\$ 345	\$ 355
After-School Detention	\$ 690	\$ 710
Agriculture Department	\$ 1,035	\$ 1,065
Art Club	\$ 690	\$ 710
Art Department	\$ 1,035	\$ 1,065
Band Jr. High Director	\$ 1,380	\$ 1,420
Band High School Director	\$ 3,105	\$ 3,195
Baseball Assistant Level 1	\$ 3,450	\$ 3,550
Baseball Assistant Level 2	\$ 3,105	\$ 3,195
Baseball Head Coach	\$ 4,485	\$ 4,615
Basketball Boys Assistant Level 2	\$ 3,450	\$ 3,550
Basketball Girls Assistant Level 2	\$ 3,450	\$ 3,550
Basketball Boys 8th Grade	\$ 1,725	\$ 1,775
Basketball Boys Assistant Level 1	\$ 4,140	\$ 4,260
Basketball Boys 7th Grade	\$ 1,725	\$ 1,775
Basketball Boys Elementary Director	\$ 1,035	\$ 1,065
Basketball Girls Elementary Director	\$ 1,035	\$ 1,065
Basketball Girls 8th Grade	\$ 1,725	\$ 1,775
Basketball Girls 7th Grade	\$ 1,725	\$ 1,775
Basketball Head Boys	\$ 6,900	\$ 7,100
Basketball Head Girls	\$ 6,900	\$ 7,100
Basketball Girls Assistant Level 1	\$ 4,140	\$ 4,260
Business Department	\$ 1,035	\$ 1,065
Cheerleaders High School	\$ 3,450	\$ 3,550
Cheerleaders Jr. High School	\$ 1,725	\$ 1,775
Choir Director	\$ 3,105	\$ 3,195
Cross Country Boys	\$ 3,450	\$ 3,550
Cross Country Girls	\$ 3,450	\$ 3,550
Cross Country Jr. High	\$ 1,725	\$ 1,775
DECA	\$ 690	\$ 710
Dance Team	\$ 690	\$ 710
Dual Credit	\$ 345	\$ 355
English Department	\$ 1,035	\$ 1,065
FACS Department	\$ 1,035	\$ 1,065
Flag & Rifle Team	\$ 690	\$ 710
*Football Assistant Level 1	\$ 4,610	\$ 4,610

Football Assistant Level 1	\$	4,140	\$	4,260
Football Assistant Level 1	\$	4,140	\$	4,260
*Football Assistant Level 2	\$	4,610	\$	4,610
Football Assistant Level 2	\$	3,450	\$	3,550
Football Head	\$	7,051	\$	8,520
Football Assistant 8th Grade	\$	1,380	\$	1,420
Football Assistant 7th Grade	\$	1,380	\$	1,420
Football Elementary Director	\$	1,035	\$	1,065
Football Head 8th Grade	\$	1,725	\$	1,775
Football Head 7th Grade	\$	1,725	\$	1,775
Foreign Language Department	\$	1,035	\$	1,065
French Club	\$	690	\$	710
Freshman Class Sponsor	\$	690	\$	710
Geography Club	\$	690	\$	710
Golf Boys	\$	3,450	\$	3,550
Golf Girls	\$	3,450	\$	3,550
Golf Jr. High Coed	\$	1,725	\$	1,775
Guidance Department	\$	1,035	\$	1,065
Honor Society High School	\$	690	\$	710
Honor Society Jr. High School	\$	690	\$	710
Industrial Arts Department	\$	345	\$	355
Journalism High School	\$	1,035	\$	1,065
Journalism Jr. High School	\$	690	\$	710
Junior Class Sponsor	\$	1,380	\$	1,420
Junior Class Sponsor	\$	1,380	\$	1,420
Math Department	\$	1,035	\$	1,065
Mu Alpha Theta Sponsor	\$	690	\$	710
Music Department	\$	1,035	\$	1,065
Musical Elementary	\$	690	\$	710
Oral Arts Drama Club	\$	690	\$	710
Physical Ed./Health Department	\$	1,035	\$	1,065
Physics Club	\$	690	\$	710
Play Fall Drama	\$	2,070	\$	2,130
Play Jr. High School Musical	\$	1,380	\$	1,420
Play Musical Assistant Director	\$	1,035	\$	1,065
Play Musical Director	\$	3,450	\$	3,550
Science Department	\$	1,035	\$	1,065
Senior Class Sponsor	\$	1,035	\$	1,065
Senior Class Sponsor	\$	1,035	\$	1,065
Social Studies Department	\$	1,035	\$	1,065
Soccer Boys Head	\$	4,485	\$	4,615
Soccer Girls Head	\$	4,485	\$	4,615
Soccer Boys Assistant Level 1	\$	3,450	\$	3,550

Soccer Girls Assistant Level 1	\$	3,450	\$	3,550
Softball Head	\$	4,485	\$	4,615
Softball Assistant Level 1	\$	3,450	\$	3,550
Softball Assistant Level 2	\$	3,105	\$	3,195
Sophomore Class Sponsor	\$	690	\$	710
Spanish Club	\$	690	\$	710
Special Education Department	\$	1,035	\$	1,065
Student Council High School	\$	2,070	\$	2,130
Student Council Jr. High School	\$	690	\$	710
Track Boys Assistant Level 1	\$	3,450	\$	3,550
Track Girls Assistant Level 1	\$	3,450	\$	3,550
Track Assistant Jr. High School	\$	1,380	\$	1,420
Track Assistant Jr. High School	\$	1,380	\$	1,420
Track Head Boys	\$	4,485	\$	4,615
Track Head Girls	\$	4,485	\$	4,615
Track Jr. High Head Girls	\$	1,725	\$	1,775
Track Jr. High Head Boys	\$	1,725	\$	1,775
Track Assistant Level 2	\$	3,105	\$	3,195
Trainer Certified	\$	3,450	\$	3,550
Trainer Non-Certified	\$	1,725	\$	1,775
Volleyball Head	\$	4,485	\$	4,615
Volleyball Assistant Level 1	\$	3,450	\$	3,550
Volleyball Assistant Level 2	\$	3,105	\$	3,195
Volleyball 8 th	\$	1,725	\$	1,775
Volleyball 7 th	\$	1,725	\$	1,775
Weights Summer	\$	1,035	\$	1,065
Weights Summer	\$	1,035	\$	1,065
Wrestling Assistant Jr. High School	\$	1,380	\$	1,420
Wrestling Assistant Level 1	\$	3,450	\$	3,550
Wrestling Head Jr. High School	\$	1,725	\$	1,775
Wrestling Head High School	\$	4,485	\$	4,615
Yearbook Jr. High School	\$	690	\$	710

The asterisk (*) denotes the position is being paid the grandfathered amount that is shown in the 2016-2017 & 2017-2018 school year columns.

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

BOARD OF SCHOOL TRUSTEES EASTBROOK COMMUNITY SCHOOLS CORPORATION

Ryan A. Richardson President

Steve Green Vice President

Ray Cast Secretary

[Signature] Member

[Signature] Member

Ratified in public session on October 16, 2017

EASTBROOK EDUCATION ASSOCIATION

May S. Baal President

Kathryn Kesterson Negotiations Spokesperson

10/16/2017 Date

Ratified in public session on October 16, 2017