

CONTRACT

Between

THE BOARD OF SCHOOL TRUSTEES

Of The

EASTBROOK COMMUNITY SCHOOLS CORPORATION

And

THE EASTBROOK EDUCATION ASSOCIATION

2020-2021



TABLE OF CONTENTS

	<u>Pages</u>
Recognition	3
Terms of Agreement	3
Definitions	3
Supremacy of Contract	4
Discussion	4
Leaves of Absence	4-6
Personal Leave	4
Maternity Leave	5
Adoption Leave	5
Court Leave	5
Jury Duty	5
Association Leave	5
Sick Leave	6
Family Illness Leave	6
Bereavement Leave	6
Sick Leave Bank	7
Grievance Procedure and Arbitration	8
Insurance Protection	10-12
Health Insurance	10
Life Insurance	11
Long-Term Disability Insurance	11
Vision Insurance	11
Section 125	11
Insurance Committee	11
Longevity Stipend	11
Compensation Model	13-14
Salary Base/Unit Value	14
Extended Contracts	14
Retirement Benefits	15
Expanded Criminal History	15
Licensing Requirements	15
Extra Duty Pay Schedule	15-21

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; 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, 2020, through June 30, 2021, 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; Director of Technology, Administrative Assistant; 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 \$7,133 toward the premium for a single plan and \$17,956 toward the premium for a family plan for calendar year 2021. 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 \$15,956 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 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.

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. 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. 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 a teacher in the first two (2) full school years that the teacher provides instruction cannot be penalized for receiving an Ineffective or Needs Improvement rating and therefore is 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." Only teachers who are evaluated as Effective or Highly Effective are eligible to receive salary increases. Compensation units for teachers evaluated as Improvement Necessary or Ineffective will be redistributed to salary increases for eligible teachers.

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 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 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
2020-2021 School Year**

Salary Base: \$38,000 (Bachelors Degree)

Salary Base: \$40,000 (Masters Degree)

Salary Range: \$38,000 - \$68,602

Unit Value: \$250 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, 7-8th Grade: 188 days, 9-10th Grade: 193 days, 11-12th Grade: 203 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. "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.

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.** Elementary teachers who cover another teacher's class, while also teaching their own class, because there are no substitutes available will be compensated \$80 for the day. Partial days or partial class loads will be prorated.

- E. Jr. High School and High School teachers who during their preparation time cover another teacher's class because there is no substitute available will be compensated \$12 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. 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.

H. 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 Honor Society
DECA Club
Dance Team
French Club
Geography Club
H.S. Honor Society

Jr. High Journalism
Elementary Musical
Oral Arts Drama Club
Physics Club
Spanish Club
Jr. High Student Council

Category II (2%), continued

Jr. High Honor Society
 Flag and Rifle Team
 Freshman Class Sponsor
 Academic Excellence
 Robotics Club
 Theater-Assistant Director, Level 2 (2)

Jr. High Yearbook
 Mu Alpha Theta
 Sophomore Class Sponsor
 After-School Detention
 Art & Drawing Club

Category III (3%)

Assistant Academic Coach
 Agriculture Department
 Art Department
 Elementary Basketball Director- boys
 Elementary Basketball Director-girls
 Business Department
 English Department
 Family and Consumer Science Dept.
 Elementary Football Director
 Special Education Department

Foreign Language Department
 Guidance Department
 High School Journalism
 Math Department
 Physical Ed./Health Department
 Theater – Assistant Director, Level 1
 Science Department
 Music Department
 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)

Senior Class Sponsor (2)
 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%)

Theater – Stage Play Director
 Marching Band

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

Boys Golf Coach
 Theater - 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

Category VIII (10%), continued

Assistant Level 2 Football Coach (2)
 Assistant Level 1 Boys Soccer Coach
 Girls Golf 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>2019-2020</u>		<u>2020-2021</u>
Academic Coach Asst.	\$ 1,125	\$	1,140
Academic Coach	\$ 3,750	\$	3,800
Academic Excellence Sponsor	\$ 750	\$	760
Advanced Placement	\$ 375	\$	380
After-School Detention	\$ 750	\$	760
Agriculture Department	\$ 1,125	\$	1,140
Art Honor Society	\$ 750	\$	760
Art Department	\$ 1,125	\$	1,140
Art & Drawing Club	\$ 0	\$	760
Band Jr. High Director	\$ 1,500	\$	1,520
Band High School Director	\$ 3,375	\$	3,420
Baseball Assistant Level 1	\$ 3,750	\$	3,800
Baseball Assistant Level 2	\$ 3,375	\$	3,420
Baseball Head Coach	\$ 4,875	\$	4,940
Basketball Boys Assistant Level 2	\$ 3,750	\$	3,800
Basketball Girls Assistant Level 2	\$ 3,750	\$	3,800
Basketball Boys 8th Grade	\$ 1,875	\$	1,900
Basketball Boys Assistant Level 1	\$ 4,500	\$	4,560
Basketball Boys 7th Grade	\$ 1,875	\$	1,900
Basketball Boys Elementary Director	\$ 1,125	\$	1,140
Basketball Girls Elementary Director	\$ 1,125	\$	1,140
Basketball Girls 8th Grade	\$ 1,875	\$	1,900
Basketball Girls 7th Grade	\$ 1,875	\$	1,900
Basketball Head Boys	\$ 7,500	\$	8,360
Basketball Head Girls	\$ 8,250	\$	9,120
Basketball Girls Assistant Level 1	\$ 4,500	\$	4,560

	<u>2019-2020</u>		<u>2020-2021</u>
Business Department	\$ 1,125	\$	1,140
Cheerleaders High School	\$ 3,750	\$	3,800
Cheerleaders Jr. High School	\$ 1,875	\$	1,900
Choir Director	\$ 3,375	\$	3,420
Cross Country Boys	\$ 3,750	\$	3,800
Cross Country Girls	\$ 3,750	\$	3,800
Cross Country Jr. High	\$ 1,875	\$	1,900
DECA	\$ 750	\$	760
Dance Team	\$ 750	\$	760
Dual Credit	\$ 375	\$	380
English Department	\$ 1,125	\$	1,140
FACS Department	\$ 1,125	\$	1,140
Flag & Rifle Team	\$ 750	\$	760
*Football Assistant Level 1	\$ 4,610	\$	4,610
Football Assistant Level 1	\$ 4,500	\$	4,560
Football Assistant Level 1	\$ 4,500	\$	4,560
*Football Assistant Level 2	\$ 4,610	\$	4,610
Football Assistant Level 2	\$ 3,750	\$	3,800
Football Head	\$ 9,000	\$	9,120
Football Assistant 8th Grade	\$ 1,500	\$	1,520
Football Assistant 7th Grade	\$ 1,500	\$	1,520
Football Elementary Director	\$ 1,125	\$	1,140
Football Head 8th Grade	\$ 1,875	\$	1,900
Football Head 7th Grade	\$ 1,875	\$	1,900
Foreign Language Department	\$ 1,125	\$	1,140
French Club	\$ 750	\$	760
Freshman Class Sponsor	\$ 750	\$	760
Geography Club	\$ 750	\$	760
Golf Boys	\$ 3,750	\$	3,800
Golf Girls	\$ 3,750	\$	3,800
Golf Jr. High Coed	\$ 1,875	\$	1,900
Guidance Department	\$ 1,125	\$	1,140
Honor Society High School	\$ 750	\$	760
Honor Society Jr. High School	\$ 750	\$	760
Industrial Arts Department	\$ 375	\$	380
Journalism High School	\$ 1,125	\$	1,140
Journalism Jr. High School	\$ 750	\$	760
Junior Class Sponsor	\$ 1,500	\$	1,520
Junior Class Sponsor	\$ 1,500	\$	1,520
Marching Band	\$ 2,250	\$	2,280
Math Department	\$ 1,125	\$	1,140
Mu Alpha Theta Sponsor	\$ 750	\$	760
Music Department	\$ 1,125	\$	1,140

	<u>2019-2020</u>		<u>2020-2021</u>
Musical Elementary	\$ 750	\$	760
Oral Arts Drama Club	\$ 750	\$	760
Physical Ed./Health Department	\$ 1,125	\$	1,140
Physics Club	\$ 750	\$	760
Robotics Club	\$ 0	\$	760
Science Department	\$ 1,125	\$	1,140
Senior Class Sponsor	\$ 1,500	\$	1,520
Senior Class Sponsor	\$ 1,500	\$	1,520
Social Studies Department	\$ 1,125	\$	1,140
Soccer Boys Head	\$ 4,875	\$	4,940
Soccer Girls Head	\$ 4,875	\$	4,490
Soccer Boys Assistant Level 1	\$ 3,750	\$	3,800
Soccer Girls Assistant Level 1	\$ 3,750	\$	3,800
Softball Head	\$ 4,875	\$	4,940
Softball Assistant Level 1	\$ 3,750	\$	3,800
Softball Assistant Level 2	\$ 3,375	\$	3,420
Sophomore Class Sponsor	\$ 750	\$	760
Spanish Club	\$ 750	\$	760
Special Education Department	\$ 1,125	\$	1,140
Student Council High School	\$ 2,250	\$	2,280
Student Council Jr. High School	\$ 750	\$	760
Theater – Stage Play Director	\$ 2,250	\$	2,280
Theater – Assistant Director, Level 1	\$ 1,125	\$	1,140
Theater – Assistant Director, Level 2	\$ 750	\$	760
Theater – Assistant Director, Level 2	\$ 750	\$	760
Theater – Musical Director	\$ 3,750	\$	3,800
Track Boys Assistant Level 1	\$ 3,750	\$	3,800
Track Girls Assistant Level 1	\$ 3,750	\$	3,800
Track Assistant Jr. High School	\$ 1,500	\$	1,520
Track Assistant Jr. High School	\$ 1,500	\$	1,520
Track Head Boys	\$ 4,875	\$	4,940
Track Head Girls	\$ 4,875	\$	4,940
Track Jr. High Head Girls	\$ 1,875	\$	1,900
Track Jr. High Head Boys	\$ 1,875	\$	1,900
Track Assistant Level 2	\$ 3,375	\$	3,420
Trainer Certified	\$ 3,750	\$	3,800
Trainer Non-Certified	\$ 1,875	\$	1,900
Volleyball Head	\$ 4,875	\$	4,940
Volleyball Assistant Level 1	\$ 3,750	\$	3,800
Volleyball Assistant Level 2	\$ 3,375	\$	3,420
Volleyball 8 th Grade	\$ 1,875	\$	1,900
Volleyball 7 th Grade	\$ 1,875	\$	1,900

	<u>2019-2020</u>		<u>2020-2021</u>
Weights Summer	\$ 1,125	\$	1,140
Weights Summer	\$ 1,125	\$	1,140
Wrestling Assistant Jr. High School	\$ 1,500	\$	1,520
Wrestling Assistant Level 1	\$ 3,750	\$	3,800
Wrestling Head Jr. High School	\$ 1,875	\$	1,900
Wrestling Head High School	\$ 4,875	\$	4,940
Yearbook Jr. High School	\$ 750	\$	760

The asterisk () denotes the position is being paid the grandfathered amount that is shown in the 2019-2020 & 2020-2021 school year columns.

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

BOARD OF SCHOOL TRUSTEES EASTBROOK COMMUNITY SCHOOLS CORPORATION

James E. Gencel President

Vice President

[Signature] Secretary

[Signature] Member

Rozina P. Rubada Member

Ratified in public session on October 26, 2020

EASTBROOK EDUCATION ASSOCIATION

Karen Bern President

Mary Beth Bell Negotiations Spokesperson

11/03/20 Date

Ratified in public session on October 26, 2020