



CONTRACT

Between

THE BOARD OF SCHOOL TRUSTEES

Of The

EASTBROOK COMMUNITY SCHOOLS CORPORATION

And

THE EASTBROOK EDUCATION ASSOCIATION

2025-2026

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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 for:

- Superintendent
- Assistant Superintendent
- Director of Curriculum and Assessment
- Principals
- Assistant Principals
- Athletic Director
- Business Manager
- Director of Technology
- Administrative Assistant
- 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, 2025, through June 30, 2026, 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 a "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. Written notification of personal leave shall be made to the Superintendent 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 school vacation period except in case of emergency. An 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 a 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 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

A teacher shall apply in writing to the Superintendent to use adoption leave. Such application shall be made as soon as the teacher is aware of a date the adoption is to take place. This application shall specify the dates the bargaining unit member would like to begin and end the leave. The teacher may use up the three (3) consecutive semesters.

D. Court Leave

Court leave with pay shall be granted to teachers for the time necessary to make an 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 an adversarial position.

E. Jury Duty

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

The President of the EEA or his/her designee shall be granted a total of five (5) days leave paid by the School 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 1st 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 sick, personal, or emergency leave on the same basis as is used during the regular school year.

H. Family Illness

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 the 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 the teacher's brother/sister, or a person who is presently of the household of the teacher.

2. In case of the 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 the death of a near relative, or close friend, the teacher is entitled to be absent without loss of compensation, and 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

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 exhausts his/her accumulated personal illness leave prior to the long-term disability insurance becoming effective.

B. Funding

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

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

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

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

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 from the attending physician describing the nature of the disability and the expected date of return shall accompany the application.
2. A maximum of forty (40) bank days will be allowed for a teacher during a contract year.
3. 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 School Corporation.
4. 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 as chairperson for the term of the agreement.

G. Withdrawal of Membership

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 the 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 the 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. 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 \$7,517 toward the premium for a single plan and \$18,922 toward the premium for a family plan for the calendar year 2026. 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 \$5,517 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 \$14,922 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.

Retiree Health Insurance

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.

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.

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

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.

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 a 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 the 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

Compensation Model 2025-2026

A. Salary Range

The salary range prior to ratification of this contract is \$44,750-\$76,765, for returning teachers not including this year's increases or TRF contributions.

*After salary increases have been awarded through the compensation plan, the salary range for full-time teachers will be \$45,000 to \$78,665, in compliance with I.C. 20-28-9-26.

B. Base Salary Increases

1. General Eligibility: To be eligible for a salary increase, a teacher:
 - a. Must not have been rated ineffective or improvement necessary, AND
 - b. Must have been employed at least 120 days in the prior year.
 - c. A teacher who does not satisfy these eligibility criteria remains at their prior year salary.
2. Factors and Definitions
 - a. Year of Experience: Teacher employed in the corporation for at least 120 days in the prior school year.
 - b. Evaluation Rating: Received an effective or highly effective evaluation rating in prior year.
 - c. Academic Needs: Teachers who possess a teaching license with a literacy endorsement. Teachers must provide documented evidence on their Indiana teacher license by October 1 of the bargaining year to receive the one-time amount added to their base salary.
3. Distribution
 - a. Year of Experience: \$950
 - b. Evaluation Rating: \$950
 - c. Academic Needs (Literacy Endorsement): \$250

C. New Hire Salaries

1. The salary for newly hired teachers with no experience or additional education attainment is \$45,000.
2. The salary for newly hired teachers with no experience and a Master's Degree is \$47,000
3. The salary for new hires with no experience or additional education attainment who possess a literacy endorsement is \$45,250
4. The salary for new hires with no experience and a Master's Degree who possess a literacy endorsement is \$47,250.
5. The salary for new hires with verified teaching experience or additional educational attainment will be determined by the Superintendent based on certified teachers with similar years of experience and educational level.

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. 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 to 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.

Transfers to Providers

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

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 X

Extra Duty Pay Schedule 2025-2026

- 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. Certificated staff at the elementary schools who cover another teacher's class, will be compensated \$150 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 \$25 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.

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 pages 20-22 for amounts.

2.

Category I (1%)

Advanced Placement	Dual Credit
All One-Person Departments	Industrial Arts Department

Category II (2%)

Academic Excellence Sponsor	Journalism Middle School
Art & Drawing Club	Mu Alpha Theta
Art Honor Society/Art Club	Musical - Elementary
After-School Detention	Oral Arts Drama Club
Color Guard Team	Physics Club
Dance Team	Robotics Club
DECA Club	Sophomore Class Sponsor
French Club	Spanish Club
Freshman Class Sponsor	Student Council-Middle School
Geography Club	Theater-Assistant Director, Level 2 (2)
Honor Society-High School	Yearbook-Middle School
Honor Society-Middle School	

Category III (3%)

Academic Coach Assistant	Library Department
Agriculture Department	Math Department
Art Department	Music Department
Basketball Boys Elementary Director	Physical Ed/Health Department
Basketball Girls Elementary Director	Science Department
Business Department	Social Studies Department
English Department	Special Education Department
Family and Consumer Science Dept.	Theater-Assistant Director, Level 1
Football Elementary Director	Weights-Summer (2)
Foreign Language Department	Yearbook-High School (formerly Journalism)
Guidance Department	

Category IV (4%)

Band-Middle School Director
 Cross County-Middle School Asst.
 Football-Assistant 6th Grade Coach
 Football-Assistant 7th Grade Coach
 Football-Assistant 8th Grade Coach

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

Category V (5%)

Basketball-Boys 6th Grade Coach
 Basketball-Boys 7th Grade Coach
 Basketball-Boys 8th Grade Coach
 Basketball-Girls' 6th Grade Coach
 Basketball-Girls' 7th Grade Coach
 Basketball-Girls' 8th Grade Coach
 Cheerleaders-Middle School Sponsor
 Cross Country-Middle School Coach
 Head 6th Grade Football Coach
 Head 7th Grade Football Coach

Head 8th Grade Football Coach
 Golf-Middle School Co-Ed
 Golf-Assistant
 Track-Middle School Head Girls Coach
 Track-Middle School Head Boys Coach
 Trainer-Non-Certified
 Wrestling-Head Middle School Coach
 Volleyball-6th Grade Coach
 Volleyball-7th Grade Coach
 Volleyball-8th 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 (2)
 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

ECA Activity

Academic Coach	\$	4,500
Academic Coach Assistant	\$	1,350
Academic Excellence Sponsor	\$	900
Advanced Placement	\$	450
After-School Detention	\$	900
Agriculture Department	\$	1,350
Art Honor Society/Art Club	\$	900
Art Department	\$	1,350
Art & Drawing Club	\$	900
Band Middle School Director	\$	1,800
Band High School Director	\$	4,050
Baseball Assistant Level 1	\$	4,500
Baseball Assistant Level 2	\$	4,050
Baseball Head Coach	\$	5,850
Basketball Boys Assistant Level 1	\$	5,400
Basketball Girls Assistant Level 1	\$	5,400
Basketball Boys Assistant Level 2	\$	4,500
Basketball Girls Assistant Level 2	\$	4,500
Basketball Boys 8th Grade	\$	2,250
Basketball Boys 7th Grade	\$	2,250
Basketball Boys 6th Grade	\$	2,250
Basketball Boys Elementary Director	\$	1,350
Basketball Girls Elementary Director	\$	1,350
Basketball Girls 8th Grade	\$	2,250
Basketball Girls 7th Grade	\$	2,250
Basketball Girls 6th Grade	\$	2,250
Basketball Head Boys	\$	10,800
Basketball Head Girls	\$	9,900
Business Department	\$	1,350
Cheerleaders High School	\$	4,500
Cheerleaders Middle School	\$	2,250
Choir Director	\$	4,050
Color Guard Team	\$	900
Cross Country Boys	\$	4,500
Cross Country Girls	\$	4,500
Cross Country Middle School	\$	2,250
Cross Country Assistant Middle School	\$	1,800
DECA	\$	900
Dance Team	\$	900
Dual Credit	\$	450
English Department	\$	1,350
FACS Department	\$	1,350
Football Assistant Level 1	\$	5,400

ECA Activity

Football Assistant Level 1	\$	5,400
Football Assistant Level 1	\$	5,400
*Football Assistant Level 2	\$	4,610
Football Assistant Level 2	\$	4,500
Football Head	\$	10,800
Football Assistant 8th Grade	\$	1,800
Football Assistant 7th Grade	\$	1,800
Football Assistant 6th Grade	\$	1,800
Football Elementary Director	\$	1,350
Football Head 8th Grade	\$	2,250
Football Head 7th Grade	\$	2,250
Football Head 6th Grade	\$	2,250
Foreign Language Department	\$	1,350
French Club	\$	900
Freshman Class Sponsor	\$	900
Geography Club	\$	900
Golf Boys	\$	4,500
Golf Girls	\$	4,500
Golf Assistant	\$	2,250
Golf Middle School Coed	\$	2,250
Guidance Department	\$	1,350
Honor Society High School	\$	900
Honor Society Middle School	\$	900
Industrial Arts Department	\$	450
Journalism Middle School	\$	900
Junior Class Sponsor	\$	1,800
Junior Class Sponsor	\$	1,800
Library Department	\$	1,350
Marching Band	\$	2,700
Math Department	\$	1,350
Mu Alpha Theta Sponsor	\$	900
Music Department	\$	1,350
Musical Elementary	\$	900
Oral Arts Drama Club	\$	900
Physical Ed./Health Department	\$	1,350
Physics Club	\$	900
Robotics Club	\$	900
Robotics Sponsor	\$	1,800
Science Department	\$	1,350
Senior Class Sponsor	\$	1,800
Senior Class Sponsor	\$	1,800
Social Studies Department	\$	1,350
Soccer Boys Head	\$	5,850
Soccer Girls Head	\$	5,850

ECA Activity

Soccer Boys Assistant Level 1	\$	4,500
Soccer Girls Assistant Level 1	\$	4,500
Softball Head	\$	5,850
Softball Assistant Level 1	\$	4,500
Softball Assistant Level 2	\$	4,050
Sophomore Class Sponsor	\$	900
Spanish Club	\$	900
Special Education Department	\$	1,350
Student Council High School	\$	2,700
Student Council Middle School	\$	900
Theater – Stage Play Director	\$	2,700
Theater – Assistant Director, Level 1	\$	1,350
Theater – Assistant Director, Level 2	\$	900
Theater – Assistant Director, Level 2	\$	900
Theater – Musical Director	\$	4,500
Track Boys Assistant Level 1	\$	4,500
Track Girls Assistant Level 1	\$	4,500
Track Assistant Middle School	\$	1,800
Track Assistant Middle School	\$	1,800
Track Head Boys	\$	5,850
Track Head Girls	\$	5,850
Track Middle School Head Girls	\$	2,250
Track Middle School Head Boys	\$	2,250
Track Assistant Level 2	\$	4,050
Trainer Certified	\$	4,500
Trainer Non-Certified	\$	2,250
Volleyball Head	\$	5,850
Volleyball Assistant Level 1	\$	4,500
Volleyball Assistant Level 2	\$	4,050
Volleyball 8th Grade	\$	2,250
Volleyball 7th Grade	\$	2,250
Volleyball 6th Grade	\$	2,250
Weights Summer	\$	1,350
Weights Summer	\$	1,350
Wrestling Assistant Middle School	\$	1,800
Wrestling Assistant Level 1	\$	4,500
Wrestling Assistant Level 1	\$	4,500
Wrestling Head Middle School	\$	2,250
Wrestling Head High School	\$	5,850
Yearbook High School (formerly Journalism)	\$	1,350
Yearbook Middle School	\$	900

The asterisk () denotes the position is being paid the grandfathered amount that is shown in the 2025-2026 (Football Assistant Level 2).

The undersigned attest to the following:

1. A public hearing was held in compliance with Indiana Code 20-29-6-1(b) on August 25, 2025, 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 13, 2025, 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

Elin Händelöte President

Roger A. Richards Vice President

 Secretary

Member

Member

Ratified in public session on October 27, 2025

EASTBROOK EDUCATION ASSOCIATION

Julia Marsard President

 Negotiations Spokesperson

10/27/25 Date

Ratified in public session on October 27, 2025