

2025-2026 and 2026-27

Contract Terminates June 30, 2027

**Collective Bargaining Agreement Between the
Board of Trustees of the DeKalb County
Eastern Community School District
And the Eastern DeKalb Education Association**

This Agreement is entered into by and between the DeKalb County Eastern Community School District, by its Board of School Trustees, and the Eastern DeKalb Education Association of the DeKalb County Eastern Community School District through the duly elected officers.

It is agreed by and between the parties to this Agreement that upon the affixing of final signatures to this Agreement it shall be the final negotiations of all issues of collective bargaining pursuant to the provisions of all the terms and conditions of said Agreement without change, alteration or amendment. This agreement will be for the 2025-26 and 2026-27 contract years. This agreement will terminate June 30, 2027.

**ARTICLE I
Definitions**

- A. The term "teacher" when used in this Agreement shall refer to all full-time certified teaching personnel employed by DeKalb County Eastern Community School District of Indiana, excluding the Superintendent, Assistant Superintendent, Principals, and Assistant Principals.
- B. The term "Board" shall mean the School Board of the DeKalb County Eastern Community School District of Indiana.
- C. The term "Association" shall mean the DeKalb Eastern Education Association.
- D. The term "School Corporation" shall refer to the DeKalb County Eastern Community School District of the State of Indiana.
- E. The term "Agreement" contains all language that dictates Board and Association rights and responsibilities.

ARTICLE II

Teaching Conditions

A. Legal Action

A teacher must immediately report in writing to the Superintendent any criminal or civil action or any threat of criminal or civil action against themselves and/or the School Corporation coming to their attention, arising out of or in the course of their employment. In the event that the teacher is in need of legal counsel or representation for any such matter when the School Corporation or Board is not bringing the action or threatening the action against the teacher or is not involved as plaintiff or complainant, the teacher shall be provided with the services of the school attorney, at the Board's expense, and the school attorney shall advise the teacher of his or her rights and obligations with respect to such litigation or threatened litigation and render such legal assistance as may be needed. Time expended by the teacher in legal consultations with the school attorney, school administration, Board, judicial or administrative agencies, in court or in depositions shall result in no loss of salary, reduction in accumulative leave or loss of other benefits, if such time is spent during regular school hours, and no additional wages, salary, or pay shall be due the teacher from the School Corporation for the time spent above and beyond working hours.

B. Continuing Education

The School Board will reimburse teachers who are seeking advanced degrees or certification up to \$300 a credit hour under the following conditions:

- 1) The teacher submits a course of study and a timeline of completion to the Superintendent for approval prior to enrollment.
- 2) Any changes to this course of study must be pre-approved by the Superintendent.
- 3) Coursework will directly benefit the school corporation and students of whom we serve.
- 4) Coursework approval will be limited to:
 - a. Programs that meet the Higher Learning Commission standards for the teaching of dual credit programs.
 - b. Programs that meet high demand areas in the school such as but not limited to:
 - i. School Psychology
 - ii. Speech Pathology
 - iii. Special Education
 - iv. Math and science
 - v. Administration

- 5) The teacher must receive a grade of 3.0 or higher on a 4-point scale
- 6) Reimbursement will occur at the end of the course when the grade is submitted to the Superintendent.
- 7) Failure to complete the approved course of study may result in the reimbursement of all tuition funds to the school corporation.
- 8) Upon completion of the approved degree or certification, the teacher will receive the assigned \$1500 stipend listed below.
- 9) The teacher must remain with the school corporation for at least five (5) years after completing the course of study or earning the degree. Failure to complete the five (5) years will require the teacher to reimburse the School Corporation 100% of the credit hour costs.

ARTICLE III

Leaves

It is agreed that the School Corporation will provide a variety of different kinds of leaves available to teachers. These leaves are described as follows:

A. Annual Allotment

The School Corporation will provide twelve (12) days of flexible leave per teacher per year. When using flexible leave for personal business, the teacher shall submit a written statement prior to the intended leave to the building level Principal, who will initial the request and submit it to the Superintendent. The statement will state the date of the leave and the reason. The teacher will make the subjective determination of what is personal business. However, the granting of this leave for personal business use will be dependent upon availability of substitute teachers. A teacher absent from work during the school year due to a verified battery by a DeKalb Eastern student or his/her representative as a result of a school related incident shall not be charged with loss of flexible leave days for a period up to five (5) school days.

B. Unused Leave

1. At the end of each school year, unused Flexible Leave Days shall be added to the Given teacher's Accumulated Days until it equals 30 days. Accumulated Days may be used for personal illness or to care for anyone recorded on the Family Relationship Form. Use of these days shall be requested in writing and accompanied by a physician's statement. Unused days have no monetary value upon resignation or retirement from the school district.

2. At the end of each school year and provided the maximum limit of Accumulated Days for a given teacher has been reached, the Board will make a contribution to the given teacher's 401 (a) account at a rate of .003 times the teacher's annual salary (excluding extra duty pay) times each of the first six (6) unused Flexible Leave Day above the given teacher's maximum limit of Accumulated Leave Days limit. This contribution will increase to .006 times the teacher's annual salary (excluding extra duty pay) times for each of the unused days at day seven (7) and beyond.

C. Reporting Leave

Prior to submitting for a leave, the teacher involved shall communicate in a manner and timeline set forth by the Principal.

D. Professional Leave

Professional leave is non-accumulative released time granted to certified staff for the purpose of attending professional meetings, conferences, workshops, or other professional growth activities, including those related to or not related to association duties. Specifically, special education teachers shall be entitled to request up to one (1) professional day per semester to complete required compliance-related tasks. Teachers may be granted release time without loss of compensation to attend such professional development activities, provided the activity contributes to the teacher's instructional effectiveness, leadership development, or service to the school district. All professional leave must be approved in writing by the Superintendent prior to the event. Upon written approval, allowable and reasonable expenses related to the professional leave may be reimbursed according to district policy. The Superintendent will determine eligibility for reimbursement, and such designation will be indicated on the approved leave request form.

E. Death Leave

This leave is non-accumulative. Each teacher shall be entitled to be absent from work without loss of pay as the result of a death in the immediate family, and this leave may not extend for a period of more than five (5) consecutive school/workdays beyond such death. Immediate family shall include parents and stepparents, sister, brother, or miscarriage. If the teacher is married, this leave shall also include the immediate family of the marriage partner. The teacher shall be entitled to be absent from work without loss of pay as the result of a death of a spouse, child or stepchild, and this leave may not extend for a period of more than

ten (10) consecutive school/workdays beyond such death. The teacher shall clear such leave with the building level Principal and the Principal will notify the Superintendent the same day. This leave will not be granted unless the applicant has submitted a Family Relationship Form as provided by the Superintendent prior to such death. Should the teacher not exhaust the before mentioned days, the teacher may use up to two (2) days to settle matters directly pertaining to the settlement of the estate provided these days are taken within the same school year in which the death occurred. In addition to the above, two (2) days shall be allowed for the teacher's attendance at the burial of a grandparent, grandchild, or sister/brother-in-law. At the discretion of the Superintendent or designee, one day may be allowed for anyone not on the above list.

F. Leave for Jury Duty

This leave is non-accumulative. The Board will pay a teacher who must serve on jury duty the difference between what the court pays said teacher and the teacher's daily wage. The teacher serving on jury duty must notify the Principal when such jury duty is assigned, and the teacher must furnish the Superintendent with proof of the amount paid by the court.

G. Leave for Court Appearance

In the event that any teacher is subpoenaed to appear in any court proceeding other than a suit against the School Corporation or its Board members acting in their official capacity or any of its agents acting in their official capacity, the teacher shall be entitled to receive the difference in what is paid to him or her by the court and his or her regular pay for a period not to exceed five (5) days.

H. Military Leave

It is agreed by the parties that teachers shall be afforded all the rights and privileges of the Uniformed Services Employment and Reemployment Rights Act (USERRA) 38 U.S.C. SS 4301 et seq.

I. Foreign Teacher Exchange

A teacher may participate in a foreign teacher exchange program in his or her certified subjects upon prior approval of the Board with the right to return within two (2) school years upon notice to the Board at least ninety (90) days prior to the termination of any contract, and notice of intent to return on or before May 1 of the school year preceding the school year of their intended return provided the position is open.

J. Extended Leave of Absence Without Pay

A teacher may be granted a leave of absence without pay for a period of not more than one (1) year when justifiable reasons exist, including, but not limited to, health, education, personal reasons, child adoption, childcare, and campaigning or serving in public office, with notice to the Board prior to May 1 of the school year preceding the year of intended leave. In the event the teacher does not return, leave and rights to the job will lapse. In the event that such leave is granted, it must be terminated before the first day of a school semester, so the teacher returns to work on the first day of a regular school semester. Notice of intent to return must be made sixty (60) days before the end of the semester preceding the semester of return.

K. Absent Without Pay

An additional three (3) days may be taken without pay at the discretion of the Superintendent or his designee. In the event of a declared emergency, additional days without pay may be granted after a teacher has exhausted all applicable leaves. This decision is at the sole discretion of the Superintendent or his designee.

L. Extended Illness

The Board may grant a maximum of thirty (30) additional paid leave days for personal illness if the teacher has exhausted all paid leave days. Request for such additional days must be made in writing to the Board accompanied by a physician's statement to the effect that the teacher is unable to perform his or her duties. The Board or its designee may require the applicant to obtain a second opinion from another physician or medical group at the applicant's expense.

M. Emergency Leave

The District may allow employees paid leave in situations involving emergency circumstances (after employees have exhausted all applicable leaves). This leave is noncumulative. This leave will not extend beyond two (2) days unless the Superintendent or his designee determines there are extenuating circumstances allowing additional day(s) to be considered. On all occasions when the Superintendent is not available for clearance of the said leave the designee is fully authorized to sanction or refuse to sanction such leave. The designee will notify the Superintendent in writing on the day of the occurrence. The interpretation of whether or not the employee's situation involves emergency circumstances is left entirely to the discretion of the Superintendent or his designee. Failure of an employee to clear such a leave in a reasonable time (determined by the Superintendent or his designee) will result in disciplinary action and be considered a breach of contract.

ARTICLE IV Benefits

A. Insurance

All individuals who sign a teaching contract with the School Corporation for the 2025-2026 and 2026-2027 school year will be offered health insurance through the School Corporation as set forth in this Agreement and are afforded the following insurance programs:

The School Corporation will fund the teacher medical and hospitalization insurance coverage, teacher life insurance, LTD insurance and Section 125 plan by contributing a sum of money, herein called "insurance fund" on or before the anniversary dates.

FOR 2025-2026 AND 2026-2027 THE INSURANCE FUND SHALL BE THE SUM OF \$950,000 and \$950,000 respectively. This money will be divided as follows:

1. The life insurance cost will be paid at one hundred percent (100%) less annual contribution of \$1.00 per teacher, for \$50,000 life insurance with accidental death and dismemberment.

2. An IRS Section 125 plan will be available to participants, with all fees paid from the insurance fund.
3. Long-term disability insurance will be provided by the School Corporation less an annual contribution of one dollar (\$1.00) per teacher. All premiums would be paid from the insurance fund.
4. Between the dates of September 1 to September 30, the remainder of the sum will be divided among the participants who are contracted as teachers. Each single policyholder and each family policyholder shall receive comparable percentages of the respective premiums. Application for participation in the medical and hospitalization coverage must be made on or before the close of the annual open enrollment period. Teachers beginning employment after the anniversary date of the policy will be enrolled at the existing policyholders premium share. Once established, the Board contribution to each teacher participant shall remain constant for the insurance premium year.
5. DeKalb County Eastern School District will pay the teacher's 3% contribution to TRF.

ARTICLE V

Retirement/Separation

A. IRS Section 401 (a) Program

1. The Board shall continue to maintain for every teacher through the current vendor an IRS Section 401 (a) account into which contributions will be made in accordance with this Collective Bargaining Agreement.
2. A teacher shall be deemed vested in Section 401 (a) upon separation from the school district.

In the event a separation from service occurs before the end of the 12-month payment period, the teacher will be entitled to payment for the amounts/he has actually earned from the beginning of the 12-month pay period until the date of separation from service, but which has not yet been paid. This payment will be included in the final separation paycheck. (Generally a "separation of service" occurs when the employee dies, retires, resigns or otherwise has a termination of employment with the employer.)

All payroll will be issued through the Automated Clearing House (ACH) process.

ARTICLE VI
Dekalb County Eastern Community School District
Salary Schedule for Classroom Teachers

1. The Board reserves the right to award incentive or performance pay to individual or groups of teachers as stipends. This award consideration may include: recognition of the earning of Highly Effective on the evaluation tool, improvement of test scores, development of outstanding projects, piloting programs or projects, etc. Other examples or types of work that could be considered for monetary awards along will be discussed.
2. Compensation Model
 - A. Salary Range: The salary range, prior to any increases provided pursuant to this agreement, was \$44,000 to \$82,500 for the 2024-2025 school year not including current year increases or TRF contributions. The salary range for 2025-26 after increases are implemented is \$45,000 to \$84,250. The base salary range for teachers for the 2026-27 school year, after increases negotiated in this agreement, is \$45,000 to \$84,750. After salary increases have been awarded through the compensation plan, both salary ranges for full-time teachers is in compliant with starting teacher at \$45,000 with IC 20-28-9-26 for the 2025-2026 and 2026-2027 school year.
 - B. General Eligibility: Any teacher who received an evaluation rating of Ineffective or Improvement Necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.

C. Factors and Definitions:

1. Evaluation rating- The teacher received a rating of Effective or Highly Effective in the prior year.
2. Academic Needs - The need to retain all teachers who hold a valid teaching license.
3. Instructional Leadership – Teachers initially obtain literacy endorsement on teaching license.

D. Distribution: Salary increases are based on evaluation ratings, academic need, and instructional leadership.

For the 2025-26 school year:

1. Teachers who satisfy the evaluation factor will be placed on the same row as last year receiving a \$1,000 increase and teachers who satisfy the academic need requirement will move one row on the salary schedule resulting in a \$500 increase.
 - a. Teachers who satisfy the evaluation factor receive \$1,000.00 increase.
 - b. Teachers who satisfy academic need factor move one additional row resulting in a \$500.00 increase.
 - c. Teachers who satisfy the instruction leadership factor by initial obtainment of the literacy endorsement move to the literacy endorsement column and receive a one- time increase of \$250 while remaining in the column for the duration of the contract.

For the 2026-27 school year:

2. Teachers who are rated effective or highly effective and who satisfy the evaluation factor will receive an increase of \$0 and teachers who satisfy the academic need factor will move one row on the 2026-27 salary schedule from their current row, resulting in a \$500 increase.
 - a. Teachers who satisfy the evaluation factor receive \$0.00 increase.
 - b. Teachers who satisfy academic need factor move one additional row resulting in a \$500.00 increase.
 - d. Teachers who satisfy the instruction leadership factor by initial obtainment of the literacy endorsement move to the literacy endorsement column and receive a one-time increase of \$250 while remaining in the column for the duration of the contract.

The parties understand that the amount of the salary increase based on evaluation rating is not the same for all teachers, resulting in a salary increase differential.

E. Redistribution: For any teacher who receives a rating of Ineffective or Needs Improvement for the 2025-2026 or 2026-2027 school years, their salary will remain at its current level for the subsequent school year, and the amount that any such teacher would have received will be equally redistributed via a stipend to teachers rated effective and highly effective.

F. All increases for this school year will be made effective from the start of the 2025-2026 school year.

G. The Superintendent reserves the right to place new teachers at an appropriate effectiveness step comparable to veteran teachers with comparable education and experience within current year salary range.

ARTICLE VII
Dekalb County Eastern Community School District
Terms of Agreement

A. If any provision of this contract is deemed to be illegal or unconstitutional by a court of competent jurisdiction, that provision shall be struck and the balance of this contract shall remain in effect.

B. The undersign attest to the following:

1. A public hearing was held on September 5, 2025. Electronic participation by the governing body or public was not utilized.
2. A public meeting was held on November 10, 2025. Electronic participation by the governing body or public was not utilized.

Dekalb County Eastern
Community School District

Bobbie Thompson

President



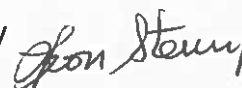
Date:

11/14/25

Dekalb County Eastern
Community School District

Leon Steury

President



Date:

11-14-25

2025-2026 Salary Schedule - Base								
Effective/Highly Effective	Base Salary	Base + Literacy End.	Effective/Highly Effective	Base Salary	Base + Literacy End.	Effective/Highly Effective	Base Salary	Base + Literacy End.
0	\$45,000	\$45,250	35	\$62,500	\$62,750	70	\$80,000	\$80,250
1	\$45,500	\$45,750	36	\$63,000	\$63,250	71	\$80,500	\$80,750
2	\$46,000	\$46,250	37	\$63,500	\$63,750	72	\$81,000	\$81,250
3	\$46,500	\$46,750	38	\$64,000	\$64,250	73	\$81,500	\$81,750
4	\$47,000	\$47,250	39	\$64,500	\$64,750	74	\$82,000	\$82,250
5	\$47,500	\$47,750	40	\$65,000	\$65,250	75	\$82,500	\$82,750
6	\$48,000	\$48,250	41	\$65,500	\$65,750	76	\$83,000	\$83,250
7	\$48,500	\$48,750	42	\$66,000	\$66,250	77	\$83,500	\$83,750
8	\$49,000	\$49,250	43	\$66,500	\$66,750	78	\$84,000	\$84,250
9	\$49,500	\$49,750	44	\$67,000	\$67,250	79	\$84,500	\$84,750
10	\$50,000	\$50,250	45	\$67,500	\$67,750	80	\$85,000	\$85,250
11	\$50,500	\$50,750	46	\$68,000	\$68,250	81	\$85,500	\$85,750
12	\$51,000	\$51,250	47	\$68,500	\$68,750	82	\$86,000	\$86,250
13	\$51,500	\$51,750	48	\$69,000	\$69,250	83	\$86,500	\$86,750
14	\$52,000	\$52,250	49	\$69,500	\$69,750	84	\$87,000	\$87,250
15	\$52,500	\$52,750	50	\$70,000	\$70,250	85	\$87,500	\$87,750
16	\$53,000	\$53,250	51	\$70,500	\$70,750	86	\$88,000	\$88,250
17	\$53,500	\$53,750	52	\$71,000	\$71,250	87	\$88,500	\$88,750
18	\$54,000	\$54,250	53	\$71,500	\$71,750	88	\$89,000	\$89,250
19	\$54,500	\$54,750	54	\$72,000	\$72,250	89	\$89,500	\$89,750
20	\$55,000	\$55,250	55	\$72,500	\$72,750	90	\$90,000	\$90,250
21	\$55,500	\$55,750	56	\$73,000	\$73,250	91	\$90,500	\$90,750
22	\$56,000	\$56,250	57	\$73,500	\$73,750	92	\$91,000	\$91,250
23	\$56,500	\$56,750	58	\$74,000	\$74,250	93	\$91,500	\$91,750
24	\$57,000	\$57,250	59	\$74,500	\$74,750	94	\$92,000	\$92,250
25	\$57,500	\$57,750	60	\$75,000	\$75,250	95	\$92,500	\$92,750
26	\$58,000	\$58,250	61	\$75,500	\$75,750	96	\$93,000	\$93,250
27	\$58,500	\$58,750	62	\$76,000	\$76,250	97	\$93,500	\$93,750
28	\$59,000	\$59,250	63	\$76,500	\$76,750	98	\$94,000	\$94,250
29	\$59,500	\$59,750	64	\$77,000	\$77,250	99	\$94,500	\$94,750
30	\$60,000	\$60,250	65	\$77,500	\$77,750	100	\$95,000	\$95,250
31	\$60,500	\$60,750	66	\$78,000	\$78,250	101	\$95,500	\$95,750
32	\$61,000	\$61,250	67	\$78,500	\$78,750	102	\$96,000	\$96,250
33	\$61,500	\$61,750	68	\$79,000	\$79,250	103	\$96,500	\$96,750
34	\$62,000	\$62,250	69	\$79,500	\$79,750	104	\$97,000	\$97,250

- The superintendent reserves the right to place new teachers at an appropriate effectiveness now comparable to veteran teachers with comparable education, expense, specialization, content area, and demand.
- The superintendent and/or DeKalb County Eastern School Board reserves the right to award stipends at its sole discretion. These stipends are one-time payments and do not add to the teacher's current base salary.
- A teacher who receives a rating of "needs improvement" or ineffective" shall not be eligible for a salary increase.

2026-2027 Salary Schedule - Base								
Effective/Highly Effective	Base Salary	Base + Literacy End.	Effective/Highly Effective	Base Salary	Base + Literacy End.	Effective/Highly Effective	Base Salary	Base + Literacy End.
0	\$45,000	\$45,250	35	\$62,500	\$62,750	70	\$80,000	\$80,250
1	\$45,500	\$45,750	36	\$63,000	\$63,250	71	\$80,500	\$80,750
2	\$46,000	\$46,250	37	\$63,500	\$63,750	72	\$81,000	\$81,250
3	\$46,500	\$46,750	38	\$64,000	\$64,250	73	\$81,500	\$81,750
4	\$47,000	\$47,250	39	\$64,500	\$64,750	74	\$82,000	\$82,250
5	\$47,500	\$47,750	40	\$65,000	\$65,250	75	\$82,500	\$82,750
6	\$48,000	\$48,250	41	\$65,500	\$65,750	76	\$83,000	\$83,250
7	\$48,500	\$48,750	42	\$66,000	\$66,250	77	\$83,500	\$83,750
8	\$49,000	\$49,250	43	\$66,500	\$66,750	78	\$84,000	\$84,250
9	\$49,500	\$49,750	44	\$67,000	\$67,250	79	\$84,500	\$84,750
10	\$50,000	\$50,250	45	\$67,500	\$67,750	80	\$85,000	\$85,250
11	\$50,500	\$50,750	46	\$68,000	\$68,250	81	\$85,500	\$85,750
12	\$51,000	\$51,250	47	\$68,500	\$68,750	82	\$86,000	\$86,250
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16	\$53,000	\$53,250	51	\$70,500	\$70,750	86	\$88,000	\$88,250
17	\$53,500	\$53,750	52	\$71,000	\$71,250	87	\$88,500	\$88,750
18	\$54,000	\$54,250	53	\$71,500	\$71,750	88	\$89,000	\$89,250
19	\$54,500	\$54,750	54	\$72,000	\$72,250	89	\$89,500	\$89,750
20	\$55,000	\$55,250	55	\$72,500	\$72,750	90	\$90,000	\$90,250
21	\$55,500	\$55,750	56	\$73,000	\$73,250	91	\$90,500	\$90,750
22	\$56,000	\$56,250	57	\$73,500	\$73,750	92	\$91,000	\$91,250
23	\$56,500	\$56,750	58	\$74,000	\$74,250	93	\$91,500	\$91,750
24	\$57,000	\$57,250	59	\$74,500	\$74,750	94	\$92,000	\$92,250
25	\$57,500	\$57,750	60	\$75,000	\$75,250	95	\$92,500	\$92,750
26	\$58,000	\$58,250	61	\$75,500	\$75,750	96	\$93,000	\$93,250
27	\$58,500	\$58,750	62	\$76,000	\$76,250	97	\$93,500	\$93,750
28	\$59,000	\$59,250	63	\$76,500	\$76,750	98	\$94,000	\$94,250
29	\$59,500	\$59,750	64	\$77,000	\$77,250	99	\$94,500	\$94,750
30	\$60,000	\$60,250	65	\$77,500	\$77,750	100	\$95,000	\$95,250
31	\$60,500	\$60,750	66	\$78,000	\$78,250	101	\$95,500	\$95,750
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- The superintendent reserves the right to place new teachers at an appropriate effectiveness now comparable to veteran teachers with comparable education, expense, specialization, content area, and demand.
- The superintendent and/or DeKalb County Eastern School Board reserves the right to award stipends at its sole discretion. These stipends are one-time payments and do not add to the teacher's current base salary.
- A teacher who receives a rating of "needs improvement" or ineffective" shall not be eligible for a salary increase.

Any information in the extracurricular schedule beyond salaries and wages is included for informational purposes only.

Extra-Curricular

POSITION	2025-2026	2026-2027
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Cross Country: B/G

Varsity Head	\$ 3,300.00	\$ 3,300.00
Assistant	\$ 2,050.00	\$ 2,050.00
Associate 1	\$ 1,250.00	\$ 1,250.00
Associate 2	\$ 950.00	\$ 950.00

Football

Varsity Head	\$ 8,300.00	\$ 8,300.00
Assistant 1	\$ 4,000.00	\$ 4,000.00
Assistant 2	\$ 3,300.00	\$ 3,300.00
Assistant 3	\$ 2,050.00	\$ 2,050.00
Associate	\$ 1,250.00	\$ 1,250.00

Soccer B/G

Varsity Head	\$ 4,400.00	\$ 4,400.00
Assistant	\$ 2,350.00	\$ 2,350.00
Associate	\$ 1,250.00	\$ 1,250.00

Volleyball

Varsity Head	\$ 4,400.00	\$ 4,400.00
Assistant	\$ 2,350.00	\$ 2,350.00
Associate 1	\$ 1,250.00	\$ 1,250.00
Associate 2	\$ 950.00	\$ 950.00

Basketball 8/G

Varsity Head	\$ 8,300.00	\$ 8,300.00
Assistant 1	\$ 4,700.00	\$ 4,700.00
Assistant2	\$ 3,300.00	\$ 3,300.00
Assistant 3	\$ 2,350.00	\$2,350.00
Associate 1	\$ 1,250.00	\$ 1,250.00
Associate 2	\$ 950.00	\$ 950.00

Wrestling

Varsity Head	\$ 4,400.00	\$4,400.00
Assistant I	\$ 2,350.00	\$2,350.00
Assistant 2	\$ 2,050.00	\$ 2,050.00
Associate I	\$ 1,250.00	\$ 1,250.00
Associate 2	\$ 950.00	\$ 950.00

Baseball/Softball

Varsity Head	\$ 4,400.00	\$ 4,400.00
Assistant	\$ 2,350.00	\$ 2,350.00
Summer	\$ 1,550.00	\$ 1,550.00

Track

Varsity Head	\$ 4,400.00	\$4,400.00
Assistant I	\$ 2,900.00	\$ 2,900.00
Assistant 2	\$ 2,050.00	\$2,050.00
Associate	\$ 1,250.00	\$ 1,250.00

Golf B/G

Varsity Head	\$ 2,900.00	\$2,900.00
Associate	\$ 1,250.00	\$ 1,250.00

Cheerleading

Varsity Head	\$ 3,600.00	\$3,600.00
Assistant	\$ 2,350.00	\$ 2,350.00
Associate	\$ 1,250.00	\$ 1,250.00

Weights

Supervisor	\$ 3,600.00	\$ 3,600.00
Assistant	\$ 1,250.00	\$ 1,250.00

Summer

Summer I	\$ 3,600.00	\$ 3,600.00
Summer 2	\$ 1,250.00	\$ 1,250.00
Summer 3	\$ 950.00	\$ 950.00

Assistant Athletic Directors

Fall	\$ 2,050.00	\$2,050.00
Fall	\$ 2,050.00	\$2,050.00
Winter	\$ 2,050.00	\$2,050.00
Winter	\$ 2,050.00	\$2,050.00
Spring	\$ 2,050.00	\$2,050.00
Spring	\$ 2,050.00	\$2,050.00

Any information in the ECA schedule beyond salaries and wages is included for informational purposes only.

Leadership/Sponsorship Stipend

POSITION	2025-2026	2026-2027
Level 0	\$250	\$250
Level 1	\$500.00	\$500.00
Level 2	\$1,200.00	\$1,200.00
Level 3	\$1,900.00	\$1,900.00
Level 4	\$2,600.00	\$2,600.00
Level 5	\$3,300.00	\$3,300.00
Level 6	\$4,000.00	\$4,000.00
Level 7	\$4,700.00	\$4,700.00
Level 8	\$5,400.00	\$5,400.00
Level 9	\$6,100.00	\$6,100.00
Level 10	\$6,800.00	\$6,800.00
Level 11	\$7,500.00	\$7,500.00

Recruitment: \$500.00 \$500.00

Continuing Education: \$1500 \$1500

Special Project: \$35.00/hr. \$35.00/hr.

Prof. Devel.: \$115/day \$115/day

After the teacher sponsor and building principal or director complete the verification process, the superintendent has the discretion to provide stipend(s) based upon supervisor's request, number of events/meetings, number of participants, length of commitment, and responsibilities required to determine the level of the club/organization/co-curricular/department head position.

Teachers who are assigned to cover other classrooms during their student-free time will be compensated \$15 for the first 10 occurrences, \$20 for the next 15 occurrences, and \$25 for beyond.

Teachers who are the instructor of record for approved Dual Credit and/or Advanced Placement (AP) courses shall receive a stipend assigned by the superintendent for the given year.

Recruitment is paid to employees who secure additional human resources to the school district.

Special projects are paid to employees who are assigned to complete structured activities/training at the request of the administration (outside of employees' contractual duties).

Professional Development is paid to employees who are assigned to attend on-site professional development activities/training at the request of the administration (outside of employees' contractual duties).

Level 0 -11 stipends will be divided and paid as part of the bi-weekly payroll.

In the event of a declared emergency or qualifying event, employee services may be prorated at the amount of the performed completed services at the discretion of the Superintendent or his designee.