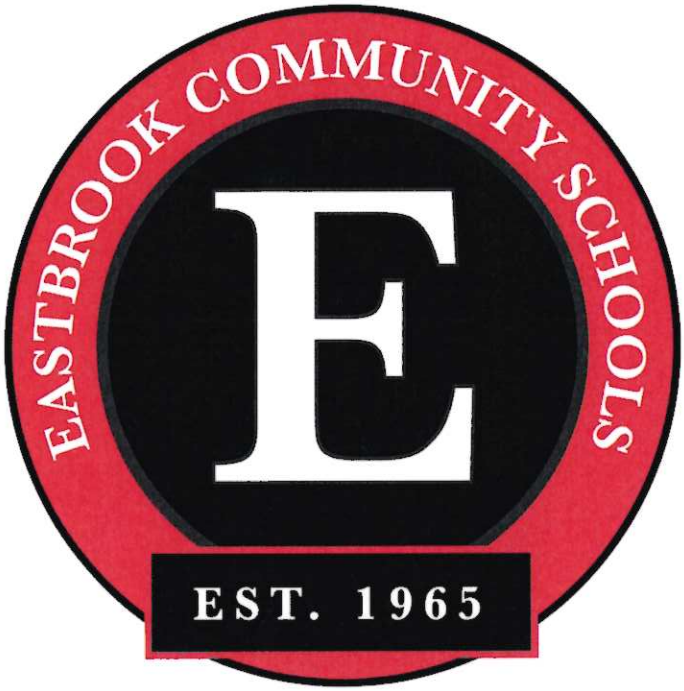

CONTRACT

Between

THE BOARD OF SCHOOL TRUSTEES

Of The

EASTBROOK COMMUNITY SCHOOLS CORPORATION

And

THE EASTBROOK EDUCATION ASSOCIATION

2026-2027

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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, 2026, through June 30, 2027, 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

Leaves of Absence

A. Personal Leave ***(IC 20-28-9-11; IC 20-28-10-1; IC 20-28-9-14.)***

a. Teachers shall be granted three (3) days of personal leave with pay per school year.
b. The leave is to be used for matters that cannot be scheduled outside of regular school hours.
c. 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.

d. The reasons for taking such leave will be to simply state that it is being taken under the provisions of this Contract.
e. 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)*

a. 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.
b. 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.
c. 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. 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.
b. All adoption leave taken pursuant to this section that also qualifies as FMLA leave will run concurrently with the teacher's twelve (12) week FMLA entitlement. FMLA leave will begin on the first day of the adoption leave.
c. Upon the teacher's return from FMLA leave, the teacher's reinstatement shall be governed by the terms of this collective bargaining agreement and applicable Board Policy.

D. Court Leave

a. 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

a. 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

a. 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. The Association President or designee shall communicate the need for additional days with the superintendent and the Association will pay for the cost of the substitute teacher for these additional days.

G. Sick Leave ***(IC 20-28-9)***

a. 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.
b. Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.
c. Teachers shall be given a written accounting of accumulated sick leave with their individual contracts of each school year.
d. 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. 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)*

a. 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.

i. Immediate family is defined to include: legal spouse, child (including miscarriage or stillbirth), 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.

b. 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.

c. 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 VI

Sick Leave Bank *(IC 20-28-9-13)*

A. Eligibility

a. 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

a. 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
    a. 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. A teacher new to the district must donate one day to become a current participant in the bank. If participation is waived at time of hire, the teacher must wait until the following school year to donate one day to participate in the Sick Leave Bank. General leave days donated to the bank are considered permanent contributions to the bank and a teachers' decision to donate is irrevocable.

D. Refunding Bank
    a. 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. A committee composed of two (2) members appointed by the Superintendent and two (2) members appointed by the President of the Association shall administer the sick leave bank In addition, the Association Secretary shall serve as the committee chairperson and be responsible for calling all meetings upon notification from the Superintendent's office.

F. Application of Use
    a. 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.
    b. A maximum of forty (40) bank days will be allowed for a teacher during a contract year.
    c. 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.
    d. 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. The Secretary of the EEA, as chairperson of the committee, will share the final decision with the applicant.

G. Withdrawal of Membership
    a. A teacher may withdraw from the bank at any time but may not withdraw donated days.

Article VII

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 VIII

Insurance Protection

A. Health Insurance

a. The Eastbrook Community Schools Corporation shall provide $8,207 toward the premium for a single plan and $20,656 toward the premium for a family plan for the calendar year 2027. Any teacher not electing one of these plans listed above will receive an additional $10,000 term life insurance as outlined in Section C.

b. 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 $6,207 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 $16,656 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.

c. Premiums shall be deducted from employees' pay in 24 equal payments. The Corporation shall make its VEBA contributions in one payment on or before January 2 of each year.

B. 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:

a. The teacher has attained fifty-five (55) years of age and is not eligible for Medicare.

b. The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before retirement.
c. 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.
d. 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.
e. The retiree will pay 100% of the premium.

C. 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.

D. 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.

E. 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.

F. 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.

G. 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.

Article IX

Compensation Model (2026-2027)

A. Salary Range

a. The salary range prior to ratification of this contract is $45,000-$78,665, for returning teachers not including this year's increases or TRF contributions.

b. After salary increases have been awarded through the compensation plan, the salary range for full-time teachers will be $45,900-$83,190, in compliance with I.C. 20-28-9-26.

B. Base Salary Increases

a. General Eligibility: To be eligible for a salary increase, a teacher:

   i. Must have been employed at least 120 days in the prior year.

   ii. A teacher who does not satisfy these eligibility criteria is not eligible for a salary increase in the current year.

b. Literacy Endorsement Base Salary Differentiation

   i. Prior to receipt of increases described in Section C, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $250 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

c. Factors and Definitions

   i. Evaluation Rating: Received an effective or highly effective evaluation rating in prior year. ($500)

   ii. Academic Needs: The need to retain current teachers based on salary. The salary increase for academic needs is a teacher retention catch-up. If after receiving the $500 increase for evaluation rating, a current teacher's salary is less than the amount a new teacher with comparable experience, education and possession of literacy endorsement would receive based on the New Hire Salary Schedule, then an increase in the amount of the difference will be provided.

d. Distribution

   i. Evaluation Rating: $500

   ii. Academic Needs: $121-$7,231

   Stipend: An eligible teacher whose salary increase after applying the above is less than $2,000 will receive a one-time stipend in the amount of

the difference between $2,000 and the base salary increase. Teachers who have more than 30 years and a bachelors or 35 years and a masters will receive an additional $1,000 stipend.

C. New Hire Salaries

a. The salary for newly hired teachers with no experience or additional education attainment is $45,900.
b. The salary for newly hired teachers with no experience and a Master's Degree is $47,940
c. The salary for new hires with no experience or additional education attainment who possess a literacy endorsement is $46,150
d. The salary for new hires with no experience and a Master's Degree who possess a literacy endorsement is $48,190.
e. The salary for new hires with verified teaching experience or additional educational attainment will be determined by placement on the new hire salary schedule.

D. New Hire Salary Schedule

Bachelors	26-27	"+" Literacy		Masters	26-27	"+" Literacy
0	$45,900	$46,150		0	$47,940	$48,190
1	$46,900	$47,150		1	$48,940	$49,190
2	$47,900	$48,150		2	$49,940	$50,190
3	$48,900	$49,150		3	$50,940	$51,190
4	$49,900	$50,150		4	$51,940	$52,190
5	$50,900	$51,150		5	$52,940	$53,190
6	$51,900	$52,150		6	$53,940	$54,190
7	$52,900	$53,150		7	$54,940	$55,190
8	$53,900	$54,150		8	$55,940	$56,190
9	$54,900	$55,150		9	$56,940	$57,190
10	$55,900	$56,150		10	$57,940	$58,190
11	$56,900	$57,150		11	$58,940	$59,190
12	$57,900	$58,150		12	$59,940	$60,190

13	$58,900	$59,150		13	$60,940	$61,190
14	$59,900	$60,150		14	$61,940	$62,190
15	$60,900	$61,150		15	$62,940	$63,190
16	$61,900	$62,150		16	$63,940	$64,190
17	$62,900	$63,150		17	$64,940	$65,190
18	$63,900	$64,150		18	$65,940	$66,190
19	$64,900	$65,150		19	$66,940	$67,190
20	$65,900	$66,150		20	$67,940	$68,190
21	$66,900	$67,150		21	$68,940	$69,190
22	$67,900	$68,150		22	$69,940	$70,190
23	$68,900	$69,150		23	$70,940	$71,190
24	$69,900	$70,150		24	$71,940	$72,190
25	$70,900	$71,150		25	$72,940	$73,190
26	$71,900	$72,150		26	$73,940	$74,190
27	$72,900	$73,150		27	$74,940	$75,190
28	$73,900	$74,150		28	$75,940	$76,190
29	$74,900	$75,150		29	$76,940	$77,190
30	$75,900	$76,150		30	$77,940	$78,190
				31	$78,940	$79,190
				32	$79,940	$80,190
				33	$80,940	$81,190
				34	$81,940	$82,190
				35	$82,940	$83,190

E. Extended Contracts

a. 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: 6th, 7th, & 8th Grade: 193 days, 9th-10th Grade: 193 days, 11th-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.

b. 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.
c. Teachers who will be providing homebound instruction shall be paid their professional hourly rate.
d. Teachers who will be providing summer school instruction shall be paid their professional hourly rate.

F. Teacher Contract Days

a. The basic teaching year shall be 183 contracted days for all certified teachers. This data is for informational purposes and is not bargained.
b. Teacher Contract Hours- This data is for informational purposes and is not bargained.
    i. Elementary Teacher Work Day- 7:40-3:10
    ii. Secondary Teacher Work Day- 7:50-3:20

G. Retirement Benefits

a. The Board shall contribute the 3% state-mandated teacher's share of the Indiana Public Retirement System (INPRS) of the teacher's total compensation.
b. 403(b) Plan-Employee Contributions
    i. The Board agrees to establish and maintain a qualified retirement plan satisfying the requirements of 403(b) Annuity Plan (either traditional or Roth as determined by the teacher at enrollment) of the Internal Revenue Code ("403(b) Plan") for teachers. Each teacher who enrolls in an eligible 403(b) Annuity Plan may invest in the plan up the maximum allowable under federal law.
    ii. The selection of vendors and the remaining terms and conditions of the 403(b) Annuity Plan shall be reasonably determined by the School Corporation.
c. Transfers to Providers
    i. 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.
d. Maintenance/Service Fees
    i. Maintenance/service fees will be charged to each 403(b)-account holder if they are not paid by the vendor.

H. Expanded Criminal History

a. 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.

I. Licensing Requirements

a. 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.

J. Longevity Stipend

a. 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.

b. Upon written request to the Superintendent before the respective July 1 (see c. below) by a certificated school employee who has:

   i. Reached age 55 by the end of the succeeding school year;
   ii. with a minimum of twenty (20) years of service in the Eastbrook School Corporation; and
   iii. plans that the subsequent school year to be his/her last year of employment by the School Corporation.
   iv. 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.

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

Extra Duty Pay Schedule (2026-2027)

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 or activity 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:
    a. Coaches and/or teachers shall receive no mileage reimbursement.
    b. 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**

a. 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".

b. 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

a. The salary for each position, except as provided above, shall be computed by multiplying the Bachelors Science-0 ($45,900) 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.

ECA Categories2026-2027

Category I (1%) ($459)	
Advanced Placement All One-Person Departments	Dual Credit Industrial Arts Department
Category II (2%) ($918)	
Academic Excellence Sponsor Art & Drawing Club Art Honor Society/Art Club After-School Detention Color Guard Team Dance Team DECA Club French Club Freshman Class Sponsor Geography Club Honor Society-High School Honor Society-Middle School	Journalism Middle School Mu Alpha Theta Musical - Elementary Oral Arts Drama Club Physics Club Robotics Club Sophomore Class Sponsor Spanish Club Student Council-Middle School Theater-Assistant Director, Level 2 (2) Yearbook-Middle School

Category III (3%) ($1,377)	
Academic Coach Assistant Agriculture Department Art Department Basketball Boys Elementary Director Basketball Girls Elementary Director Business Department English Department Family and Consumer Science Dept. Football Elementary Director Foreign Language Department Guidance Department	Library Department Math Department Music Department Physical Ed/Health Department Science Department Social Studies Department Special Education Department Theater-Assistant Director, Level 1 Weights-Summer (2) Yearbook-High School (formerly Journalism)
Category IV (4%) ($1,836)	
Band-Middle School Director Baseball-Middle School Asst. Coach Cross Country-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) Soccer-Boys Middle School Asst.Coach Soccer-Girls Middle School Asst. Coach Softball- Middle School Asst. Coach Track-Assistant Middle School Coach (2) Wrestling-Assistant Middle School Coach

Category V (5%) ($2,295)	
Baseball-Middle School Head Coach 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 Soccer-Boys Middle School Head Coach Soccer-Girls Middle School Head Coach Softball-Middle School Head Coach 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%) ($2,754)	
Marching Band Student Council-High School Sponsor	Theater-Stage Play Director

Category VII (9%) ($4,131)	
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%) ($4,590)	
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%) ($5,508)	
Basketball-Boys Level 1 Coach Basketball-Girls Level 1 Coach	Football-Assistant Level 1 Coach (3)

Category X (13%) ($5,967)	
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 XI (20-24%) ($9,180-$11,016)	
Basketball-Head Boys Coach Basketball-Head Girls Coach	Football-Head Coach

ECA Stipends 2026-2027

ECA Activity	%	45900
Academic Coach	10%	$4,590
Academic Coach Assistant	3%	$1,377
Academic Excellence Sponsor	2%	$918
Advanced Placement	1%	$459
After-School Detention	2%	$918
Agriculture Department	3%	$1,377
Art Honor Society/Art Club	2%	$918
Art Department	3%	$1,377
Art & Drawing Club	2%	$918
Band Middle School Director	4%	$1,836
Band High School Director	9%	$4,131
Baseball Assistant Level 1	10%	$4,590
Baseball Assistant Level 2	9%	$4,131
Baseball Head Coach	13%	$5,967
Baseball Middle School Asst. Coach	4%	$1,836
Baseball Middle School Head Coach	5%	$2,295
Basketball Boys Assistant Level 1	12%	$5,508
Basketball Girls Assistant Level 1	12%	$5,508
Basketball Boys Assistant Level 2	10%	$4,590
Basketball Girls Assistant Level 2	10%	$4,590
Basketball Boys 8th Grade	5%	$2,295
Basketball Boys 7th Grade	5%	$2,295
Basketball Boys 6th Grade	5%	$2,295
Basketball Boys Elementary Director	3%	$1,377
Basketball Girls Elementary Director	3%	$1,377
Basketball Girls 8th Grade	5%	$2,295
Basketball Girls 7th Grade	5%	$2,295

Basketball Girls 6th Grade	5%	$2,295
Basketball Head Boys	24%	$11,016
Basketball Head Girls	22%	$10,098
Business Department	3%	$1,377
Cheerleaders High School	10%	$4,590
Cheerleaders Middle School	5%	$2,295
Choir Director	9%	$4,131
Color Guard Team	2%	$918
Cross Country Boys	10%	$4,590
Cross Country Girls	10%	$4,590
Cross Country Middle School	5%	$2,295
Cross Country Assistant Middle School	4%	$1,836
DECA	2%	$918
Dance Team	2%	$918
Dual Credit	1%	$459
English Department	3%	$1,377
FACS Department	3%	$1,377
Football Assistant Level 1	12%	$5,508
Football Assistant Level 1	12%	$5,508
Football Assistant Level 1	12%	$5,508
Football Assistant Level 2	10%	$4,590
Football Head	24%	$11,016
Football Assistant 8th Grade	4%	$1,836
Football Assistant 7th Grade	4%	$1,836
Football Assistant 6th Grade	4%	$1,836
Football Elementary Director	3%	$1,377
Football Head 8th Grade	5%	$2,295
Football Head 7th Grade	5%	$2,295
Football Head 6th Grade	5%	$2,295
Foreign Language Department	3%	$1,377

French Club	2%	$918
Freshman Class Sponsor	2%	$918
Geography Club	2%	$918
Golf Boys	10%	$4,590
Golf Girls	10%	$4,590
Golf Assistant	5%	$2,295
Golf Middle School Coed	5%	$2,295
Guidance Department	3%	$1,377
Honor Society High School	2%	$918
Honor Society Middle School	2%	$918
Industrial Arts Department	1%	$459
Journalism Middle School	2%	$918
Junior Class Sponsor	4%	$1,836
Junior Class Sponsor	4%	$1,836
Library Department	3%	$1,377
Marching Band	6%	$2,754
Math Department	3%	$1,377
Mu Alpha Theta Sponsor	2%	$918
Music Department	3%	$1,377
Musical Elementary	2%	$918
Oral Arts Drama Club	2%	$918
Physical Ed./Health Department	3%	$1,377
Physics Club	2%	$918
Robotics Club	2%	$918
Robotics Sponsor	4%	$1,836
Science Department	3%	$1,377
Senior Class Sponsor	4%	$1,836
Senior Class Sponsor	4%	$1,836
Social Studies Department	3%	$1,377
Soccer Boys Head	13%	$5,967
Soccer Girls Head	13%	$5,967

Soccer Boys Assistant Level 1	10%	$4,590
Soccer Girls Assistant Level 1	10%	$4,590
Soccer Boys MS Asst. Coach	4%	$1,836
Soccer Girls MS Asst. Coach	4%	$1,836
Soccer Boys MS Head Coach	5%	$2,295
Soccer Girls MS Head Coach	5%	$2,295
Softball Head	13%	$5,967
Softball Assistant Level 1	10%	$4,590
Softball Assistant Level 2	9%	$4,131
Softball MS Asst. Coach	4%	$1,836
Softball MS Head Coach	5%	$2,295
Sophomore Class Sponsor	2%	$918
Spanish Club	2%	$918
Special Education Department	3%	$1,377
Student Council High School	6%	$2,754
Student Council Middle School	2%	$918
Theater – Stage Play Director	6%	$2,754
Theater – Assistant Director, Level 1	3%	$1,377
Theater – Assistant Director, Level 2	2%	$918
Theater – Assistant Director, Level 2	2%	$918
Theater – Musical Director	10%	$4,590
Track Boys Assistant Level 1	10%	$4,590
Track Girls Assistant Level 1	10%	$4,590
Track Assistant Middle School	4%	$1,836
Track Assistant Middle School	4%	$1,836
Track Head Boys	13%	$5,967
Track Head Girls	13%	$5,967
Track Middle School Head Girls	5%	$2,295
Track Middle School Head Boys	5%	$2,295
Track Assistant Level 2	9%	$4,131
Trainer Certified	10%	$4,590

Trainer Non-Certified	5%	$2,295
Volleyball Head	13%	$5,967
Volleyball Assistant Level 1	10%	$4,590
Volleyball Assistant Level 2	9%	$4,131
Volleyball 8th Grade	5%	$2,295
Volleyball 7th Grade	5%	$2,295
Volleyball 6th Grade	5%	$2,295
Weights Summer	3%	$1,377
Weights Summer	3%	$1,377
Wrestling Assistant Middle School	4%	$1,836
Wrestling Assistant Level 1	10%	$4,590
Wrestling Assistant Level 1	10%	$4,590
Wrestling Head Middle School	5%	$2,295
Wrestling Head High School	13%	$5,967
Yearbook High School (formerly Journalism)	3%	$1,377
Yearbook Middle School	2%	$918

The undersigned attest to the following:

1. A public hearing was held in compliance with Indiana Code 20-29-6-1(b) on September 14, 2026 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 26, 2026, 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

Name	**Signature**	**Position**
Roger Richards		President
Eric Hinderliter		Vice-President
Patrick Pinkerton		Secretary
Christopher Duckwall		Member
Daniel Spencer		Member

Ratified in a public session on	November 9, 2026

EASTBROOK EDUCATION ASSOCIATION

Name	**Signature**	**Position**
Bethany Hoffman		Co-President
Gwyn Slater		Co-President
Jennifer Jarck		Negotiations Spokesperson

Ratified in a public session on	November 9, 2026