

2023-2025 Collective Bargaining Agreement Overview

CBA can be found on www.EastAllenEducatorsAssociation.com

or

EACS website > Departments > Human Resources > Teacher Information

➤ **Article IV – Salary/Wages**

- **Attendance Stipend (Section 3.B. p. 3)**
 - \$500 if no more than 4 absences are taken
 - FMLA absences that do not count against
 - Not right before or after a school break UNLESS documented

- **Teacher Appreciation Grant (TAG) (Section 3.C. p. 4)**
 - Stipend given by the state. Must be 25% different between Highly Effective & Effective
 - Paid in December to returning EACS teachers (new hires and retirees don't qualify)

- **Mile Reimbursement for Traveling Teachers (Section 8. p. 4)**
 - Teachers who are assigned to more than one building and teachers who do homebound instruction

- **Compensation for Class Coverage (Section 10. p. 5)**
 - Cover for when a sub is not available and causes:
 - Students to be added to your room
 - You miss your Special due to the Related Arts teacher not having a sub
 - You are “asked” to cover in the classroom
 - ALL CBA members qualify (even if they do not have a prep or students assigned to them)
 - Includes eLearning Days

- **Compensation for helping a long-term sub or teacher on a long-term leave (section 10 p. 5)**
 - First two weeks are not compensated (NOTE: Teachers going on a long-term leave are expected to provide two weeks' worth of lesson plans.)
 - Waiver of 10-day exception if starting off the school year helping
 - After the two weeks, 15% of base salary daily rate per day until assignment is no longer needed
 - Do not currently have a form to fill out. Document work done and time spent.
 - Speak to principal and have him/her request the compensation PRIOR to starting

- **Dual Credit Stipend (Section 11. p. 5-6)**
 - First year of earned degree (or first year teaching any dual credit class) – One time stipend of \$2,500. May only receive this stipend once.
 - Each year a dual credit course is taught - One time stipend of \$1,000 for having a master's which qualifies a teacher to teach Dual Credit
 - Paid within 30 days of the end of the school year.
 - If hired in second semester, only earns half of stipend.

- **Special Ed Stipend – Intense Intervention and Emotional Disabled (Section 12. p. 6)**
 - Yearly stipend of \$1,500 paid 30 days after the end of the year.
 - For self-contained classes only
 - If hired in second semester, only earns half of stipend.
- **Multi-Grade Elementary General Education Class (Section 13. p. 6)**
 - For “split” classrooms (i.e. 2nd / 3rd grade split)
 - Yearly stipend of \$1,500 paid 30 days after the end of the first semester.
 - Paid on a daily rate basis for the number of days teaching a split class

➤ **Article VI Leave of Absence with Pay**

- **Personal Illness Leave [sick days] (Section 2. p. 7)**
 - 10 new days each year
 - Accumulate up to 120
 - Used for personal illness, disability, medical appointment, or quarantine
 - Sick days do not have to be approved by administration. However, documentation of illness or appointment can be requested.
 - Days over 120
 - Compensated at 100% of sub pay per day into VEBA account
 - Option to sell back to 90 days
 - Compensated at 100% of sub pay per day into VEBA account
 - Once a teacher sells back, cannot accumulate more than 90 sick days
 - Retiring teachers are only compensated for days over their maximum (90 or 120)
 - (Recommend selling back several years prior to retiring.)
- **Family Illness Days (Section 3. p. 8)**
 - Three days each year (not part of personal sick days)
 - Do not carry over or accumulate
 - Use for:
 - illness, injury, medical appointment for a family member
 - spouse
 - child or parent (including in-law and step)
 - or person living in the teacher’s household as part of the family
 - life-threatening injury/illness, hospitalization, or out-patient surgery of:
 - grandparent, grandchild, sibling (including in-law)
 - If additional days are needed, teacher can use 10 personal sick days with approval.
 - Not to be used to “babysit” or go on vacation with member who does not live in the household
- **Personal Business Days (Section 4. p. 8)**
 - Three days each year
 - Two days can carry over for a maximum of five days in a year
 - Days over maximum (5) not used are bought back at 100% sub pay into VEBA account.
 - Personal days do not need approval from administration.

- **Bereavement Leave (Section 5. p. 8 – 9)**
 - Must use within 60 days of death or submit written request to HR Director to extend
 - Do not have to be taken consecutively
 - Five (5) days for spouse, child, step-child, parent, step-parent, parent-in-law, brother, sister, or person living in household as part of family
 - Three (3) days for grandparent, grandparent-in-law, grandchild, son-in-law, brother- or sister-in-law
 - One (1) day for any family member not listed above

- **Court Responsibilities (Jury Duty) (Section 6. p. 9)**
 - Allen County does two groups:
 - A.M. – Put in for a sub, call Jury Hotline night before (5 p.m.)
 - If needed, go to jury duty.
 - If not needed, cancel sub and report to work
 - P.M. – Put in for ½ day sub in PM, report to work in A.M, call Jury Hotline after 11 a.m.)
 - If needed, report to jury duty.
 - If not needed, stay at work. Sub will be reassigned.
 - If paid for jury duty, the amount of payment will be deducted from teacher’s pay

- **Adoptive Leave (Section 10. p. 10)**
 - Five (5) days paid leave are given (does not deduct from personal or illness leave)
 - Additional 5 sick days can be used
 - Must be used within 42 days of custody
 - Doesn’t have to be consecutive

- **Parental Leave (Section 11. p. 11)**
 - Non-childbearing parent shall use up to 10 sick days within a year of the birth of a child
 - These are deducted from accumulated sick leave
 - Includes surrogacy

➤ **Article VII – Sick Leave Bank (p. 11)**

- Donate one day
- *From SLB Guidelines – 60 SLB days per year, lifetime max 180 days
 - Must have one day unpaid before SLB days start

➤ **Article VIII Leave of Absence without Pay**

NOTE: Only leave of absence without pay currently being approved by District: Childbearing/childrearing, adoptive leave, and FMLA leave. General Provisions outline specifics for long-term leaves.

○ **Childbearing/Childrearing (Section 2. p. 12)**

- Between birth of child and first anniversary of birth
- Considered FMLA (see below)
- May use up to 30 days of personal sick days after birth of child (unless 45 calendar days occur before 30 workdays)
- Remaining days are unpaid
- Those who gave birth cannot return prior to 6 weeks without doctor's note
- Cannot use SLB days unless complications prior to birth prevent mother from working

➤ **Article VIII – Leave of Absence Without Pay**

○ **FMLA Leave**

- Not paid leave, must use sick days to be paid (personal days can be used)
- Maximum of 12 weeks in a year can be used for FMLA and during this time the teacher's job is protected.
- After FMLA leave is exhausted, job protection is not guaranteed.
- Board contributions continue for insurance premiums, but teacher must continue paying their share. If non-payment occurs, teacher will be responsible for the Board's contribution towards premiums.

➤ **Article IX – Insurance (pp. 13 – 16)**

- Lines out types of insurance, Board Contributions, and Coverage

➤ **Article X Retirement Plans/Contributions (p. 16 - 17)**

○ **VEBA** (account used when retire for insurance premiums and medical costs)

- For teachers hired after July 1, 199, the District contributes \$650 per year
- VESTED
 - Hired prior to July 1, 1999
 - 30 years of EACS service OR eligible to retire according to INPRF (Age 50+ with 15 years in Indiana)
 - If less than 30 years and younger than 50, lose VEBA if leave EACS
 - Hired after July 1, 1999
 - 10 years of EACS service
 - If total disability or death, 100% vested

○ **Year of retirement (Section 5. p. 17)**

- Sick days are not "bought back"
- Retiree does get compensation into VEBA based on the number of days taken in the year of retirement
- Compensated for days over maximum (90 or 120) at 100% of sub pay per day into VEBA

➤ **Article XI Grievance Procedure (p. 17 – 19)**

- Grievance can only be filed if there is a violation of the contract
- Process has a strict timeline
 - If you feel there is a violation of the contract, contact the EAEA president immediately

➤ **Appendix A – Compensation Model (p. 22 – 23)**

- New Hires are not compensated using this model
- The total amount of money available for compensation will be 53% of new money from the State Tuition Support
- Returning EACS teachers earn points:
 - 5 points – Evaluation: Not rated Improvement Needed or Ineffective
 - 1 point – Experience: Earned a year as defined by INPRS
 - 1 point – Content Area Additional Hours or Degrees (Education):
 - Earned an eligible master’s degree
 - Successfully completed 3 hours of graduate credit **in the year of evaluation** in content area teacher currently teaches or approved by superintendent
- The point’s monetary value is determined by dividing the total amount of money available by the total number of points earned by all returning teachers.
- Base Salary Cap: \$84,000
 - If a teacher’s points cause them to exceed the salary cap, the amount over \$84,000 will be paid as a one-time stipend in a 27th check paid in September of 2025.

➤ **Appendix B – New Hire Salary Schedule (p. 24)**

- New Hires are compensated using this model
- This salary schedule is used at the time of hire by using years of experience and level of educational degree.
- In the second year of a contract, new hires will not receive a revised contract when returning teachers receive a salary increase.

➤ **Appendix C – Extra Duty Salary Grid (p. 25 – 28)**

- Lines out stipends paid for extra-curricular duties:
 - **Athletics, Sponsors, Speech and Drama, Publications, Academic Competition, Department Heads and Team Leaders**
 - **Additional Duty Compensation – Hourly Rate**
 - Summer School, Homebound Instruction
 - Work outside of school year, after-hour tutoring, Monday – Saturday School, Remediation outside of school day/year, Case Conferences outside of teacher day, Curriculum Development
 - **Additional Duty Compensation: working athletic events**
 - **Additional Duty Compensation – Miscellaneous**
 - Buy Out of Prep Period – 15% of Annual Base Salary