

Agreement
Between
The Board of School Trustees
Eastern Greene Schools
And
The Eastern Greene
Teachers Organization
For
~~2021-2022~~
2022-2023

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ARTICLE I

DEFINITIONS

As used in this contract, the following terms shall mean the following:

- A. "Teacher" means all full-time and part-time certificated personnel performing instructional functions for which State Instructional licensing is required, except supervisors. This shall mean that should a full-time or part-time licensed school employee perform instructional functions, the employee shall be defined as a teacher.
- B. "He/His" includes "she/her" respectively and "she/her" includes "he/his" respectively.
- C. "Corporation" means the Eastern Greene Schools.
- D. "Administration" means the Superintendent, Assistant to the Superintendent, or the principal, or the assistant principal.
- E. "Board" means the Board of School Trustees of the Eastern Greene Schools.
- F. "Association" means the Eastern Greene Teachers' Organization.

ARTICLE II

RECOGNITION

Section 1 - Exclusive Representation

The Board recognizes the Association as the exclusive representative of all teachers in the bargaining unit.

Section 2 - Bargaining Unit

The bargaining unit means all full-time and part-time certified personnel performing instructional functions within the Eastern Greene Schools, for which State instructional licensing is required, excluding supervisors, *Director of Special Education, School Psychologist, Speech-Language Pathologist, and Student Services Coordinator*. Supervisors shall include, but not be limited to, the Superintendent, Principals, Assistant Principals, and Deans.

ARTICLE III
GRIEVANCE PROCEDURE

Section 1 - Definitions

For the purpose of this article:

- A. "Grievance" is a dispute concerning the interpretation, application, or alleged violation of a specific article or section of this contract, as it relates specifically to the individual grievant.
- B. "Grievant" is an individual teacher filing on his own behalf or the Association, having been certified in writing by a named teacher as his personal representative.
- C. "Day" is a regularly scheduled school day at which time teachers are required to be in attendance.
- D. "Non-building level grievance" is a claim for which the building principals lack the authority to remedy.

Section 2 - Procedures

- A. It is the objective of the Board and the Association to have all grievances resolved informally or at the earliest possible stage of this grievance procedure.
- B. Nothing in this procedure shall be interpreted as a denial to the rights of an individual teacher to contact any administrative office within the school system in an attempt to resolve a problem or grievance. If a teacher has a complaint which he/she desires to discuss with a principal, supervisor, or the superintendent, he/she is free to do so without recourse to grievance procedure.
- C. In the event the grievant fails to exhaust his/her remedies under the grievance procedures provided above, or fails to strictly abide by the time limits with respect to each step, the grievance shall be presumed to be abandoned and the matter shall be settled in accordance with the Administration's last answer thereto. All meetings and discussion necessary to implement these procedures shall be conducted after school hours or on non-school days. The grievant(s) must exhaust all steps in the grievance procedures before seeking any other type of relief.
- D. If an administrator fails to abide by the time limits with respect to each step, the

grievance shall be advanced to the next step of the grievance procedure by the grievant's filing the appropriate forms with the proper official.

- E. In the processing of any grievance, the parties may, upon mutual written consent, waive any of the time limits of this grievance procedure.
- F. Grievance Report Forms shall be standardized and may be obtained from the office of each principal and the Superintendent's Office.
- G. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participants.
- H. If, after formal filing of a grievance, the grievant chooses not to be represented by the Association, the Association shall have the right to be present, and with the approval of the grievant, to state its views, at all formal stages of the grievance procedure.
- I. Non-building level grievances may be initiated at step three after the grievant has made a reasonable effort to resolve the grievance informally with the Superintendent's Office.
- J. Nothing in this procedure shall prevent the grievant from exercising his/her right to pursue the matter through the courts if the grievant is not satisfied with the disposition at the Board level.

Section 3 - Levels

All grievances shall be disposed of in the following manner:

- A. Step One - Immediate Supervisor - Informal Stage
 - 1. Within seven (7) days of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance orally to the principal at a time when the grievant does not have students under direct supervision. Within five (5) days after presentation of informal grievance in a principal's conference, the principal shall orally answer the grievance.
- B. Step Two - The Principal - Formal Stage
 - 1. Within seven (7) days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the building principal on the form provided by the principal.

2. The grievance shall (1) name the teacher involved; (2) identify the specific provisions of this agreement alleged to be violated; (3) state the facts giving rise to the grievance; and (4) indicate the specific relief requested.
3. Within five (5) days after receiving the written grievance, the principal shall give his/her written answer to the grievance.

C. Step Three - The Superintendent - Formal Stage

1. If the grievance is not resolved in Step Two, the grievant may, within seven (7) days of receipt of the principal's answer, appeal to the Superintendent, along with any written response of the grievant to the answer of the principal. The Superintendent shall notify the grievant of the time and date the grievant's appeal will be heard in conference.
2. The Superintendent, or his/her designated representative, shall hear the grievance in conference within ten (10) days after receipt of any written grievance properly filed with the Superintendent's Office and shall render his/her written decision within ten (10) days after such a conference.

D. Step Four - The Board - Formal Stage

1. If the grievance is not resolved in Step Three, the grievant may, within ten (10) days of the receipt of the Superintendent's answer, appeal to the Board in writing on a form provided by the Corporation along with any written response of the grievant to the answer of the Superintendent.
2. The Board shall, within ten (10) days after the next regularly scheduled Board meeting, schedule a hearing with the grievant. The Board's written decision shall be rendered within ten (10) days of such a hearing.

The grievance form shall be attached as Appendix C.

ARTICLE IV

RETIREMENT BENEFITS

Beginning with the 2001-2002 contract, there shall be two retirement Plan Options. For current (teachers under contract for the 2000-2001 school year or earlier) Eastern Greene teachers, election of Plan A or Plan B must be made in writing to the Superintendent no later than two (2) weeks following the group meeting with the vendor. The choice of Plan A or Plan B is a one-time election and said choice shall be binding on the individual as long as he/she remains a teacher in the corporation. During the

negotiations of Appendix G (see 2003-06 Contract), both parties agreed that this one-time election would be opened to those employees that did not choose Plan B originally. Those employees have until October 1, 2004 to indicate in writing to the office of the Superintendent if they would now wish to choose Plan B.

Plan A shall not be available to teachers first employed on a regular teacher's contract subsequent to the 2000-2001 school year or teachers who return to teach for the Eastern Greene Schools after 2000-2001 school year, unless returning from an approved leave of absence. New teachers hired and serving under regular contract after May 1, 2001 shall be eligible to participate only in Section 1(B) and (C) without the offsetting provisions described in paragraph 8 of Section 1(C).

Plan A shall consist of Sections 1(A) and 1(B) listed below.

Plan B shall consist of Section 1(A) with offsetting provisions, 1(B), and 1(C) listed below.

Section 1 - Retirement Benefits

A. Retirement Payments

Upon retirement from service in the public schools of Indiana, teachers who are at least fifty (50) and have at least ten (10) years of corporation services are eligible for the sum of the following payments if they were hired and served under regular contract prior to May 1, 2001.

1. Payments for Sick Leave Accumulation

10 to 15 years of Corporation service \$75 per day

15+ years of Corporation service \$80 per day

Sick leave shall accumulate without limit.

2. Payments for Service to the Corporation

10 to 15 years of corporation service \$160.00 per year

15+years of corporation Service \$165.00 per year

3. Payments made under Article V, Section 1 (A) shall be subject to an annual Bargaining Unit aggregate cap of \$45,000 in any fiscal year. These payments will be paid on a "first-come, first-served" basis, being determined by the order received of letters of retirement to the Eastern Greene Schools. However, \$2,000 shall be paid each teacher who has provided a timely notice of intent to leave the Eastern Greene Schools

and will be included in the teacher's last contract as salary for retirement purposes. The \$2,000 will be deposited into the teacher's 401(a) account already established with the corporation. The remaining payment will be paid into the teacher's 401 (a) account already established with the corporation if paid prior to the final paycheck. Payments beyond the aggregate cap shall be paid to the retiree no later than June 30 of the year following retirement. Those payments will be paid into a post- retirement 403(b) account.

B. Paid Health and Hospitalization Insurance

1. Health Insurance

The school corporation shall pay toward the single or family health and hospitalization insurance premium for retirees at the same rate as is paid for the actively employed teachers for each year of retirement until the teacher is eligible for Medicare. To be eligible for this option, the retiree must be at least fifty-five (55) and have at least ten (10) years of corporation service. The retiree must have been enrolled in the respective single or family health plan for at least three (3) years immediately prior to retirement, except for change in status due to marriage, divorce, death of spouse, or involuntary retirement of spouse. Teachers participating in the family plan shall prepay the difference between the single and family rates on at least a monthly basis. This paragraph no longer applies to active employees (See Article V, Section 1, Paragraph 2 (a)(1)).

2. Last School Year Contract

Teachers shall be paid on their last contract up to two thousand dollars (\$2,000) of earned cash retirement payment as calculated by Section 1.A above. This \$2,000 will be paid into the teacher's 401(a) account already established.

C. Retiree Health and Hospitalization Benefits Replacement Language

An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

1. Group Health Insurance

Immediately following severance, the teacher and his/her spouse and/or dependent(s), if any, 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 severance and thereafter:

- a. While the retired teacher and spouse and/or dependent(s), if any, remain enrolled in the health insurance plan, the retired teacher shall pay the entire insurance premium applicable to the insurance coverage, with the monthly payments to be made on or before the first day of each month. and
- b. Within ninety (90) days of the severance date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse and/or dependent(s), if any.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse and dependent(s), including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

2. Buy-out of Retirement Benefits - Health and Hospitalization Insurance

- a. Elimination of Prior Agreement's Retirement Severance Benefit
 - (1) The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and the Association now confirm that Article VIII, Section 1(B)(1), entitled "Paid Health and Hospitalization Insurance" in the Agreement immediately before the amendment's effective date (June 30, 2004) are terminated and shall not apply to any teacher retiring or severing employment with the school corporation on or after this date, except as otherwise stated here: A teacher who is eligible to retire in June 2005 and has declared such binding intent by December 1, 2004 to retire the following June may opt not to participate in this buyout. Similarly, a teacher who is eligible to retire in June 2006 and provides a binding declaration of retirement by December 1, 2004 may also opt not to participate in this buyout. Those teachers who retired or severed employment before the effective date (June 30, 2004) shall only be entitled to the retirement benefits contained in the prior agreement as of the

time of their retirement, but as may be otherwise revised from time to time.

- b. Entitlement of Retirement Benefits for Health and Hospitalization Insurance and Vesting Requirements
- c. Upon retirement from the Eastern Greene Schools, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:
 - (1) In the year (September 1 through August 31) of the teacher's retirement, the retiring teacher must be at least fifty-five (55) years old.
 - (2) Immediately prior to retirement, the teacher must have completed not less than ten (10) full years of service as a professional educator with the Eastern Greene School Corporation.
 - (3) The retiring teacher must show verification of retiring from the teaching profession. Meeting the "rule of 85" is one example of meeting the Indiana State Teacher Retirement requirements.

3. Exclusion of Employees

Employees hired for the 2004-05 school year and for subsequent years shall not be entitled to any payment for the eliminated retiree health benefits. In other words, no contribution shall be made for individuals hired or rehired on or after August 10, 2004.

4. Rehired Employees

Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave.

5. Buy Out Contributions

- a. VEBA. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501(c)(9) of the Code, that amount representing the present value of the group health insurance benefits as calculated for all employees

under Appendix G of the Master Contract 2003-2006. VALIC shall be the organization administering the VEBA and shall be the single investment vendor for the VEBA. The terms and conditions for the administration and operations of the VEBA shall be as follows:

- (1) **Separate Accounts.** The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.
- (2) **Vesting.** Until such time that an employee has retired and satisfied the eligibility requirements set forth in subsection C.(1), the employee shall have no access to the assets held in his or her separate VEBA account.
- (3) **Forfeiture.** If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection C.(1), the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated equally within sixty (60) days among the then remaining separate VEBA accounts.
- (4) **Distribution.** Following retirement and the satisfaction of the requirements set forth in subsection C.(1) of this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay health insurance premiums, and to be reimbursed for medical expenses not otherwise covered by insurance for the employee, spouse, and dependents.
- (5) **Death Benefit.** Furthermore, following the death of an employee who had otherwise satisfied the requirements of subsection C.(1), any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and/or dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.
- (6) **Costs.** The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

D. VEBA Benefits for Employees Hired or Rehired after August 10, 2004

1. For all teachers beginning employment with the 1st contract day of the 2004-05 school year, and thereafter, and following the issuance of the SB199 pension bonds, the Board will contribute on an annual basis an amount equal to one-half percent (.5%) of a teacher's salary schedule salary into an individual VEBA account for the teacher.
2. To be fully vested in this ongoing contribution, the teacher must meet the following qualifications:
 - a. The teacher must be at least fifty-five (55) years old.
 - b. The teacher must have completed not less than ten (10) full years of service as a professional educator with the Eastern Greene School Corporation.
 - c. The teacher must show verification of retiring from the teaching profession. Meeting the "rule of 85" is one example of meeting the Indiana State Teacher Retirement requirements.
3. A teacher who is not fully vested in this program and who voluntarily resigns shall not retain any prior partial vesting rights if ever rehired by the Board. Any teacher whose contract is terminated during the vesting period by the Board (except due to a reduction- in-force) shall forfeit all rights to all non-vested amounts contributed by the Board on the teacher's behalf to the VEBA.

E. 401(a) / 403(b) Plan

The Board agrees to establish qualified 401(a) and 403(b) annuity plans for all eligible employees covered under this agreement. Board contributions to the 401(a) Plan will commence with the 2001-2002 school year and continue each year thereafter.

1. Employees hired subsequent to the 2000-2001 school year shall only be eligible for the 401(a) / 403(b) Plan. Employees hired prior to the 2001- 2002 school year shall the option of participating in the 401(a) / 403(b) Plan (Plan B) or the Retirement Plan in existence prior to the 2001-2002 school year (Plan A).
2. All certified employees who have completed one (1) full academic year of contractual service to the corporation shall be immediately vested in the 401(a) account. Other bargaining unit employees shall be vested when they complete the first full year of contractual service. Once vested, Plan contributions shall be portable.

3. The plans shall include the availability of hardship withdrawals and include a designation for survivor's benefits. A teacher may execute hardship withdrawals only against funds that he/she contributed.
4. Employer contributions shall be paid into the 401 (a) plan and the teacher's contributions shall be paid into the 403(b) plan.
5. A joint committee of teachers and administrators shall recommend a vendor to the Board. Such vendor shall establish individual accounts for each teacher.
6. Employer and teacher contributions shall be forwarded to the vendor within two weeks of each payday. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) plan.
7. Any current 403(b) plan shall continue in effect. Employees shall continue to be permitted to contribute greater than the required 1% amount to any applicable 403(b) plans currently in use.
8. Payments for sick leave accumulation and total years of service to the corporation, as established in Section 1.A, shall be subject to a plan reduction provision. Employees participating in Plan B shall have their payment(s) under Section 1.A above reduced by the employer's contributions made into their 401 (a) account.
9. The plan was established with the employer contributing two percent (2%) of the base salary to the respective funds each school year. For several contracts, the employer contribution was suspended. Beginning with the 2018-2019 school year, the employer returned to making contributions equal to and the Board will contribute one percent (1%) of the base salary to the respective funds for the 2021-2022 school year. **Effective with the 2022-2023 school year, the Corporation will contribute an amount equal to 3% of a teacher's salary into their Section 401(a)/403(b) (VALIC) plan. Teachers are not required to match this contribution, but are (of course) encouraged to do so.**
10. Once a teacher's 401(a) Plan account exceeds the calculated benefits that would be accrued under Item 1(A) above or once all teacher who were hired prior to May 2001 have retired or resigned their positions, the retirement benefits shall be confined to the 401(a) / 403(b) Plan.
11. The 401(a) and non-elective 403(b) plans shall:

Commented [GN1]: This was an editorial sentence included in the first draft of the TA summary and was deleted from the TA summary before completion. Language like this was not negotiated. The other changes to existing language were included in the Association's proposal which was ultimately accepted by the corporation and is what was included in the

- a. Be subject to all applicable Internal Revenue Service regulations.
- b. Have no contract initiation fees charged to the employees.
- c. Have no administrative fees of Plan Document charges to the Board.

Section 2 - Implementing Provisions

A. Minimum Cash Payment

If the cash retirement payment provided by Section 1 does not equal two thousand dollars (\$2,000) at the time of retirement, yet the teacher has at least that amount in earned retirement cash benefits within the last three (3) school years of active service before retirement and was required to use accumulated sick leave for unforeseen reasons, the minimum payment shall be two thousand dollars (\$2,000) regardless of actual sick leave accumulation at retirement. The minimum payments shall be added to the teacher's last contract.

B. Other Employers' Health Insurance

Retirees or their respective spouses who have employment during retirement that provides access to health and hospital insurance agree to utilize those programs in lieu of the school corporation's plan, if the non-school corporation program is equal to or better than the school's plan.

C. Survivor Benefits

If a teacher dies in active service, Section 1 Retirement Benefits shall be paid in a lump sum to his/her beneficiary as filed with the Indiana State Teachers Retirement Fund.

D. Notice

1. Teachers shall notify the Board of their non-binding intent to retire by July 1 prior to the year of retirement and shall provide a binding letter of retirement by April 15 during their final teaching year.
2. Teachers who fail to provide the advance notice will have up to two thousand dollars (\$2,000) added to their last contract with remainder of their retirement benefits paid in January of the next calendar year.
3. In the event a teacher is unable to give timely notice of retirement and is forced to retire as a result of ill health, accident or other unforeseen events, the required notice of retirement may be waived by the Superintendent.

E. Payments

Up to two thousand dollars (\$2,000) of retirement benefits shall be paid as additional compensation in the final school year preceding retirement.

ARTICLE V

LEAVES

Section 1 - ~~Adoptive~~ Parental Leave

A teacher, upon request, shall be entitled to up to one (1) year of parental leave for the primary purpose of childcare following the birth or adoption of a child.

- A. This leave may be taken without jeopardy to employment status, retirement and salary benefits, and teacher status and seniority rights.*
- B. A written request for a parental leave must be submitted in advance of the effective date of said request for leave. The request shall include the expected length of the leave, and except in a situation beyond the control of the teacher, shall be submitted at least thirty (30) days in advance.*
- C. In the event both parents of a child are employed by the corporation, only one of the two may be granted maternity or parental leave for the same period of time. This leave shall be used for the primary purpose of care of a child of which the teacher has legal custody, or in cases of adoption when there is temporary custody with intent to secure legal custody.*
- D. A parent may take accumulated sick or personal leave during parental leave, but this leave will otherwise be uncompensated, except as required by the Family and Medical Leave Act.*

~~Adoptive leave without pay may be allowed upon request, to begin at any time following receiving custody of a child for adoption or prior to receiving custody if necessary in order to fulfill the requirements for adoption, and to extend until one (1) year after arrival of the adopted child in the home.~~

Section 2 - Maternity Leave

Maternity leave will be granted in accordance with current statutes.

Section 3 - Sick Leave Days

Each teacher shall be entitled to be absent from work with pay on account of illness or quarantine for ten (10) days the first year and eight (8) days in each succeeding year. These days shall be accumulative without limit. Up to five (5) days of

accumulated sick leave may be used for family illness. Each teacher shall be given an account of his accumulated sick leave, in writing, at the start of the school year. At other times, a verbal accounting will be accommodated upon request.

Section 4 - Bereavement Leave (Per Death)

Teachers shall be entitled to five (5) days leave in the event of a death of their spouse; natural, adopted, foster or stepchild; parent, parent-in-law, step-parent; son-in-law; daughter-in-law; sibling; grandchild; or person living in the immediate household at the time of death; three (3) days leave in the event of death of their brother-in-law, sister-in-law, or grandparent; and one (1) day for their aunt or uncle, niece or nephew. In the event that more than one such death occurs in the period of a school employee year, the above provision shall apply in each instance.

Section 5 - Personal Leave (PL)

Teachers shall be entitled to four (4) days annually as personal leave. Unused **PL** shall accumulate up to and including six (6) days before automatically converting to accumulated sick leave at the end of the school year. Teachers may use no more than six (6) personal leave days during any one school year. Teachers agree to request personal leave one (1) day in advance except where extenuating circumstances prevent it. The parties agree that taking personal leave for extending a vacation is not an acceptable professional practice, except under extenuating circumstances.

Section 6 - Eastern Sick Leave Bank (SLB) Policies and Procedures

- A. Any teacher employed by Eastern Greene Schools may participate in the Sick Leave Bank on a voluntary basis by donating one (1) day to the bank by November first. Teachers who have already contributed at least one (1) day shall not be required to contribute an additional day under this provision. Teachers new to the Corporation each school year shall be given an opportunity to join the Sick Leave Bank in succeeding years. Any teacher may volunteer to donate more than one (1) sick day to the SLB, if he or she chooses. Only those teachers who donate to the Eastern SLB may draw from the SLB. Such donated days lose their individual identity and may not be reclaimed by the donating teacher for any reason.
- B. If a teacher uses all of his or her accumulated sick days during the school year and has donated to the SLB, he or she may request in writing to the Eastern SLB Committee to withdraw sick days from the Eastern SLB. Upon confirmation of the teacher's condition by the teacher's physician or licensed psychologist, the teacher will be granted up to five days from the SLB.
- C. The Eastern SLB Committee will review the need for additional emergency sick days and will grant or reject the request for additional sick leave days as they

judge appropriate. The Eastern SLB Committee may grant emergency sick days to a teacher who has an emergency within his/her family if the committee deems it appropriate.

- D. After the sick leave bank accumulates a total of 100 emergency sick days, only new teachers to Eastern Greene Schools will be required to contribute one (1) day to the SLB if they wish to participate in the SLB. Once the total drops below 100 days, the system of contributions will return to that described in section A above in the next school year.
- E. Any teacher who is leaving the teaching profession or leaving the state may contribute any number of his/her accumulated sick days to the Eastern SLB.

Request Procedures

- A. The teacher shall send a written request for emergency sick days to the chairman of the Committee. A physician's or licensed psychologist's statement as to the condition of the teacher shall accompany the written request to facilitate the granting of the initial sick leave bank days. This initial request will be acted on by the full Eastern SLB Committee.
- B. The chairman shall present further requests for additional days to the Eastern SLB Committee and the committee shall decide whether or not to grant such requests. The chairman shall inform the teacher of all decisions made in connection with all requests. The Committee may require periodic physician's or licensed psychologist's statements for long-term illnesses.
- C. The chairman of the committee shall notify the principal of sick leave days granted to a teacher for the purposes of transferring sick leave days from the SLB to the teacher's sick leave account and for continued payment of the teacher's salary.
- D. The Eastern SLB committee is responsible for all record keeping in connection with the sick leave bank.

Eastern SLB Committee

- A. Association representatives on the Committee shall be elected by the second week of November of each year to facilitate the changing of records after the contribution deadline of November first has passed.
- B. The committee shall consist of the five members elected from members contributing to the sick leave bank plus the Superintendent or his/her one designee and an additional management member appointed by the chairman. Superintendent will be selected by the seven (7) committee members.

Section 8 - Personal Injury, Workers' Compensation

The program of benefits for teachers injured or who incur occupational disease in the performance of their duties shall be in conformance with the provisions of the Workers' Compensation Act of the State of Indiana.

In addition to those benefits required by law, the school corporation will provide the following supplemental benefits for full-time staff members as follows:

- A. During the first seven (7) calendar days of disability, the employee will receive compensation at his/her regular rate. The absence will not be charged against accumulated sick leave.
- B. Beginning with the eighth day of disability, the employee will receive compensation from the insurance company as provided by law. If he/she has accumulated sick leave, he/she will receive supplemental compensation from the corporation in an amount equal to the difference between the insurance compensation and the employee's regular compensation rate.
- C. The duration of the supplement will depend upon the number of accumulated leave days when disability began. For each scheduled working day for which supplement is received, one half day of accumulated sick leave will be deducted.
- D. If such injury should arise out of an act of violence or battery on the part of a student or parent or guardian, the school corporation will pay the difference between the compensation paid by the insurance company and the teacher's salary with no deduction from the teacher's accumulated sick leave. To qualify for this, a police report should be filed and the principal should certify that such injury was the result of student, parent, or guardian violence or battery.

Section 9 - Extended Leave

Teachers who have completed at least six (6) years of service in the School District may request uncompensated leave for advanced study or work experience. Request for the leave shall be made no later than forty-five (45) calendar days prior to the start of the school year for which leave is requested. The leave shall be for one (1) school year and may be taken no more often than once in a six (6) year period. Teachers taking the leave shall be restored to their former position or substantially similar position upon return from leave.

Section 10 - Emergency Medical Care Leave

Teachers shall be entitled up to five (5) days leave in the event of serious illness before, during, and after emergency medical leave (inpatient and outpatient) of a spouse or natural, adopted, foster or step-child; a parent, parent-in-law, or step-parent; or a member of their immediate household. If more than five (5) days of

emergency medical leave is necessary in one school year, a teacher would be permitted to use his/her sick leave days for emergency medical leave.

Section 11 - Association Professional Relations Leave

The Association President or designee will be provided with eight (8) school days of release time per school year for the transaction of professional relations business.

Unused days will accumulate for future use. All release time shall be in increments of at least one-half (%) days. A reasonable effort shall be made to file a request for the days with the Superintendent of Schools at least one (1) teaching day in advance of use. Upon the request of the Association President, the Superintendent shall have discretion to provide additional release time for professional relations purposes. An accounting of unused leave days shall be given to the EGTO President at the start of each contracted year.

Section 12 - Family and Medical Leave Act

In accord with Federal law, the provisions of the Federal Family and Medical Act (ACT), 29 U.S.C. 2601 et seq., shall be incorporated by reference into this contract and shall be supplemental to its provisions. The operative language implementing the act shall be included in Board policy that shall conform to the Act and shall not be in conflict with this contract.

~~Section 13 – Paternity Leave~~

~~Paternity leave shall be granted, if requested, to a teacher when a child is born, without loss of compensation for five (5) days. Such leave shall be granted from accumulated sick leave. Further leave shall be granted, if requested, without pay for a period of up to one year, providing such leave shall commence within six (6) weeks after the birth of the child.~~

Commented [GN2]: We did not address this specifically in negotiations but believe it should be deleted (as we are doing with the former adoptive leave) since it is now covered by the new language.

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Section 1413 – Leave of Absence – Health

Section A. Term

Teachers may be granted a leave of absence without compensation for a period not to exceed one year because of physical or mental disability or illness. The teacher shall provide documentation from a qualified professional supporting a request for leave. A consecutive leave of one year may be granted at the discretion of the Board. The leave shall be for absence without pay, authorized for a period of thirty (30) days or more. Upon return from the leave of absence, a position for which the employee is qualified will be made available.

Section B. Use of accumulated leave.

A teacher may utilize accumulated sick and personal leave days to remain in pay status during any portion of this leave.

Section C – Benefits.

While on leave of absence, the teacher may continue membership in the various insurance plans. If the teacher is using accumulated sick or personal leave, the school corporation shall continue to pay its contributions without interruption. If the staff member is not utilizing accumulated sick or personal leave for any portion of the leave, the teacher must pay the entire premium to remain in the various plans and must not be employed elsewhere and covered by group insurance.

Section ~~45~~14 - COVID Leave

A Teacher who tests positive for COVID 19 shall be permitted no less than 10 school days of paid COVID leave during which they may teach remotely before they must use sick or personal leave days. The teacher must teach remotely while using this COVID leave. A teacher may also take paid COVID leave if a teacher's minor child or other dependent is in the recommended isolation period, and the teacher is needed to care for or supervise that child. A teacher who elects not to teach remotely during this COVID leave must use sick leave days for the absence. This section expires and shall not longer be a part of this collective bargaining agreement on June 30, 2023.

~~A. Teachers who must be absent from work due to:~~

- ~~(1) governmental quarantine order due to COVID;~~
- ~~(2) health care provider advises the employee to self-quarantine due to COVID;~~
- ~~(3) employee experiences COVID symptoms and is seeking a medical diagnosis;~~
- ~~(4) if a teacher's minor child or other dependent is quarantined for one of those three reasons and the teacher is needed to care for or supervise that child; or~~
- ~~(5) the teacher is needed to care for or supervise a child's whose normal care provider is unavailable due to reasons related to the pandemic;~~
- ~~(6) The teacher must teach remotely while using this COVID leave. shall be permitted no less than 10 school days during which they may teach remotely before they must use pandemic relief, paid administrative leave or sick or personal leave days. This leave is retroactive to the start of the 2021-2022 school year. This Section expires and shall no longer be a part of this collective bargaining agreement on June 30, 2022.~~

ARTICLE VI

SALARY

Section 1 - Salary

Teachers are being paid from the salary schedule set forth in Appendix A.1.

Teachers new to the Eastern Greene Schools shall be placed at a level related to a current teacher at Eastern Greene Schools in which they "mirror" under the following two principles:

1. that particular teacher's year of service (according to INPRS), and
2. that particular teacher's degree.

However, teachers newly hired for the ~~2021-2022~~ 2022-2023 school year at a base salary less than ~~\$38,000~~ 40,000 will have their base salary increased to ~~\$38,000~~ 40,000.

Prior to November 15th the Board and the Association must mutually agree to any other variation in the salary placement of a new hire. The Board and the Association will use the criteria set forth above for any teacher hired after November 15. Teachers newly hired at Eastern Greene who possess years of service (as defined by INPRS) and whose last evaluation prior to coming to Eastern Greene Schools was effective or highly effective, will be placed on the ~~2021-2022~~ 2022-2023 salary schedule on the step that mirrors where teachers with comparable years of service and education are placed for the ~~2021-2022~~ 2022-2023 school year.

Section 2 - ISTRF/MS+

- A. In addition to the salary provided by Section 1, the Board shall pay from the employer's funds to the Indiana Public Retirement System (INPRS) an amount equal to three percent (3%) of each teacher's salary as their contribution to the INPRS. Teachers shall not be entitled to the option of choosing to receive the contributed amount directly instead of having employer funds paid to the INPRS in their behalf.

Section 3 - Extra-Curricular Activities (ECA)

Teachers involved in extra-curricular assignments, as set forth in Appendix B.1, which is attached to and incorporated herein, will be compensated in accordance with the provisions of this contract. ~~Certified staff members holding an ECA position shall be paid for years of experience as reflected in Appendix B.1.~~

Commented [GN3]: I don't believe the new ECA schedule reflects this calculation

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Section 4 - Insurance: Health, Dental, Vision, LTD, and Life

- A. The Board shall provide long-term disability insurance for all teachers.
- B. The Board shall provide fifty thousand dollars (\$50,000) term life insurance with accidental death benefits for all teachers.
 - 1. Teachers may purchase term life insurance to cover their spouse and/or dependents at the employee's own expense according to the underwriting and eligibility requirements of the school corporation's insurance carrier.
- C. The Board shall provide the following additional sums to those teachers who qualify for and participate in the corporation's health insurance plans pro-rata by full-time equivalency (FTE):
 - 1. The Board shall pay sixty-five percent (65%) of the premium for teachers who select the PPO 1 plan of health insurance, seventy-five percent (75%) of the health insurance premium for teachers who select the PPO 2 plan of insurance, and eighty percent (80%) of the premium for teachers who select High Deductible Health Plan 1 (HDHP 1) health insurance under corporation plans provided by private carriers. The Board shall contribute \$1,000 into the HSA of teachers who select the single HDHP 1 health insurance plan and \$2,000 into the HSA of teachers who select the employee/child, employee/spouse or family HDHP 1 health insurance under corporation plans provided by private carriers. The Board shall pay eighty-six percent (86%) of the cost of the single plan and eighty-two percent (82%) of the cost of the family plan, employee/child plan, or employee/spouse plan of dental insurance, and vision insurance for each teacher selecting coverage under corporation plans provided by private carriers.
 - 2. The Board agrees that the HSA contribution for the single HDHP plan will be at least \$500 and the HSA contribution for the family HDHP plan will be at least \$1000.
- D. Corporation funds shall be applied only to Corporation programs. Teachers shall pay at least one dollar (\$1.00) per year aggregate for the programs.

Section 5 - IRS Section 125

An IRS Section 125 Flexible Benefit Plan Generation One for the teacher's share of premiums paid for any combination of benefits under Article X, section 7 shall be available to teachers effective January 31, 1996 at no cost to the teachers. An IRS Section 125 Flexible Benefit Plan, Generation Two, will be available for all teachers, beginning with the 2006-07 school year. The corporation will pay administrative costs

of up to \$3000/year. All costs above this will be shared equally by the participants.

Section 6 - Summer School / Homebound Instruction

Compensation for summer school programs and homebound instruction shall be paid at the teacher's daily rate based upon a 6.0 hour day. This calculation has been negotiated with the superintendent.

Section 7 - Expanded Criminal Background Checks

The Board agrees to pay the cost (up to a maximum of \$50 per teacher) for current employees of any and all expanded criminal history checks that are required by I.C.20- 26-5-10. The Board agrees to pay the full cost of any expanded child protection index checks that are required by the School Corporation or per I.C. 20-26- 5-10.

Section 8 - Early Retirement Incentive

Should the Board decide to offer an early retirement incentive to teachers during the ~~2021-2022~~ 2022-2023 school year, the Superintendent will notify eligible teachers of the terms of the early retirement incentive no later than February 1, ~~2022-2023~~. If an early retirement incentive would be offered by the Board during the ~~2021-2022~~ 2022-2023 school year and an eligible teacher would like to accept the incentive, such eligible teacher must notify the Superintendent of his/her intention to accept the early retirement incentive no later than May 1, ~~2022~~2023.

Section 9 - Ancillary Duty Pay

Teachers assigned by an administrator to cover a class during their preparation period(s) shall receive one additional paid personal day for each seven (7) periods covered. The teacher must maintain a record of all periods covered and submit the record to the building administrator at the end of each semester. Class cover resulting from office staff contacts or sub system requests shall be deemed to be assigned by an administrator. Personal leave days accumulated pursuant to this section will be added to the teacher's paid leave accumulation at the end of each school year.

~~This provision is retroactive to the beginning of the 2020-2021 school year.~~

Section 10 - Wage Payment Arrangement

Teachers shall be paid in twenty-six equal installments on the dates specified in Appendix D.

ARTICLE VII

HIRING RETIRED

TEACHERS

- A. "Retired teacher," as used in this section, means any teacher who retired from the Eastern Greene Schools or any other public school corporation.
- B. All retired teachers hired by the school district shall be include in the bargaining unit.
- C. A teacher who has retired from teaching may be hired to teach part-time or full-time, depending upon the school district's need. Part-time teachers will receive salary on a pro-rated basis.
- D. Retired teachers hired with a Bachelor's Degree shall be paid ~~\$40,000~~ **\$50,000** and retired teachers hired with a Master's Degree will be paid ~~\$50,000~~ **\$60,000**.
- E. Retired teachers will be provided a one-year contract. **(This language was not bargained and is included for informational purposes only.)**
- F. Retired teacher shall have all of the benefits of this contract with the following exceptions:
 - 1. Severance and retirement benefits provided by this agreement.
 - 2. Retired teachers eligible for Medicare benefits will not be eligible for health insurance benefits.
- G. Neither the Eastern Greene Schools nor the Eastern Greene Teachers Organization will be liable for any problems the retired teacher may have with INPRS, the Social Security Administration, of the Internal Revenue Service (IRS) regarding his/her original retirement, his/her return to teaching, or subsequent second retirement.

ARTICLE VIII

EFFECT OF AGREEMENT

Section 1 - Severability

Should any Article, Section, or Clause of this Contract be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Section, and Clauses shall remain in full force and effect for the duration of the Contract, if not affected by the deleted Article, Section or Clause.

Section 2 - Priority

This contract shall supersede any rules, regulations, or practices of the parties which shall be contrary to or inconsistent with terms contained in this contract.

Section 3 – Term

This agreement shall remain in force from July 1, ~~2024~~ 2022, through June 30, ~~2022~~ 2023 at 12:01 a.m. The agreement may be amended by mutual agreement of the parties. Agreed to this _____ day of November, ~~2024~~ 2022 subject to ratification by the parties.

Section 4 – Attestation

The undersigned attest to the following:

- A. A public hearing was held in compliance with Indiana Code 20-29-6-1(b) on September 7, 2022, and electronic participation from the parties and/or public was not permitted, and
- B. A public meeting in compliance with Indiana Code 20-29-6-19 was held on November 2, 2022, to discuss the tentative agreement and electronic participation from the governing body and or public was not permitted.

THEREFORE, this agreement is made and entered into this 12th day of November, 2022 by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below. The Board ratified the CBA on November 8, 2022, and the Association ratified the CBA on November 4, 2022, and is attested to by the respective representatives whose signatures appear below.

Paragraph A is attested to by the Board and Association representatives whose signatures appear below. Paragraph B is attested to by the Board representatives whose signatures appear below.

Attested on this, the 12th day of November, 2022.

For the Eastern Greene Teachers' Organization:

President

Secretary

This 12th day of November, 2022.

For the Eastern Greene Schools:

President

Secretary

Ratified this 8th day of November, 2022, by a majority vote of the entire Board membership in public session.

APPENDIX A

1. ~~2021-2022~~ 2022-2023 Salary Schedule

| Level | BS | MS | Level |
|-------|----------|----------|-------|
| A | \$40,000 | \$42,000 | A |
| B | \$41,000 | \$43,000 | B |
| C | \$42,000 | \$44,000 | C |
| D | \$43,000 | \$45,000 | D |
| E | \$44,000 | \$46,000 | E |
| F | \$45,000 | \$47,000 | F |
| G | \$46,000 | \$48,000 | G |
| H | \$47,000 | \$49,000 | H |
| I | \$48,000 | \$50,000 | I |
| J | \$49,000 | \$51,000 | J |
| K | \$50,000 | \$52,000 | K |
| L | \$51,000 | \$53,000 | L |
| M | \$52,000 | \$54,000 | M |
| N | \$53,000 | \$55,000 | N |
| O | \$54,000 | \$56,000 | O |
| P | \$55,000 | \$57,000 | P |
| Q | \$56,000 | \$58,000 | Q |
| R | \$57,000 | \$59,000 | R |
| S | | \$60,000 | S |
| T | | \$61,000 | T |
| U | | \$62,000 | U |
| V | | \$63,000 | V |
| W | | \$64,000 | W |
| X | | \$65,000 | X |
| Y | | \$66,000 | Y |
| Z | | \$67,000 | Z |
| AA | | \$68,000 | AA |
| BB | | \$69,000 | BB |
| CC | | \$70,000 | CC |
| DD | | \$71,000 | DD |
| EE | | \$72,000 | EE |
| FF | | \$73,000 | FF |
| GG | | \$74,000 | GG |
| HH | | \$75,000 | HH |

| Level | BS | MS | Level |
|-------|----------|----------|-------|
| A | \$38,000 | \$40,000 | A |
| B | \$39,000 | \$41,000 | B |
| C | \$40,000 | \$42,000 | C |
| D | \$41,000 | \$43,000 | D |
| E | \$42,000 | \$44,000 | E |
| F | \$43,000 | \$45,000 | F |
| G | \$44,000 | \$46,000 | G |
| H | \$45,000 | \$47,000 | H |
| I | \$46,000 | \$48,000 | I |
| J | \$47,000 | \$49,000 | J |
| K | \$48,000 | \$50,000 | K |
| L | \$49,000 | \$51,000 | L |
| M | \$50,000 | \$52,000 | M |
| N | \$51,000 | \$53,000 | N |
| O | \$52,000 | \$54,000 | O |
| P | \$53,000 | \$55,000 | P |
| Q | \$54,000 | \$56,000 | Q |
| R | \$55,000 | \$57,000 | R |
| S | | \$58,000 | S |
| T | | \$59,000 | T |
| U | | \$60,000 | U |
| V | | \$61,000 | V |
| W | | \$62,000 | W |
| X | | \$63,000 | X |
| Y | | \$64,000 | Y |
| Z | | \$65,000 | Z |
| AA | | \$66,000 | AA |
| BB | | \$67,000 | BB |
| CC | | \$68,000 | CC |
| DD | | \$69,000 | DD |
| EE | | \$70,000 | EE |
| FF | | \$71,000 | FF |
| GG | | \$72,000 | GG |
| HH | | \$73,000 | HH |

2. General Eligibility

- A. ~~A teacher must receive an evaluation rating of Effective or Highly Effective on his/her prior school year evaluation.~~
- B. A teacher must have been employed by the School Corporation for at least 120 days in the prior school year to be eligible for a base salary increase for the current school year.
- C. Any teacher receiving an evaluation rating of Ineffective or Improvement Necessary will not be eligible for any base salary increase and shall remain at his/her prior salary, except those who are eligible per IC 20-28-9-1 5(f). Specifically, teachers in their first two full years of instructing students are exempt from the evaluation rating eligibility requirement and are eligible for a base salary increase regardless of their evaluation rating the prior school year.

3. Factors and Definitions

- A. Education - A teacher must complete an additional content area degree (Masters) beyond the requirement for employment. Eligible content areas are those defined by the IDOE in which the teacher currently teaches.
- B. Evaluation - The teacher must receive an evaluation rating of Effective or Highly Effective for the prior school year. ~~If a teacher does not have an evaluation rating due to circumstances beyond the teacher's control, the teacher's most recent evaluation shall be used for this purpose.~~ Any teacher receiving an evaluation rating of Ineffective or Improvement Necessary will not be eligible for any increase to salary, except those who are eligible per IC 20-28-9-1 5(f).
- C. Academic Need – All salaries for teachers who meet the general eligibility requirements that the parties identified during bargaining as important to the school corporation to retain due to their current salary will be increased by ~~\$2000~~ 200.

4. Transition to New Schedule (2022-2023 School Year)
Each teacher will be placed in the same row and column they occupied on the schedule in effect in the 2021-2022 collective bargaining agreement.

5. Weights to be Assigned to Factors in Transition
Evaluation Rating - \$1800
Academic Need - \$200
\$200/\$2000 = 10%

4.6. Weights to be Assigned to Factors in movement on the Schedule

- A. Evaluation Rating - \$1000
- B. Education - \$1000
- C. ~~Academic Need - \$2000~~

$\$1000/\$4000 = 25\%$

5.7. Movement on the Salary Schedule (suspended for the 2022-2023 School Year):

- A. ~~Teachers receiving the \$2000 base salary increase based on academic need will initially be placed on the 2021-2022 2022-2023 salary schedule in the same row they were placed in for the 2020-2021 2022-2023 school year.~~
- B. Bachelor's Column: Teachers in the Bachelor's Column who meet the Evaluation factor will then advance one step in the Bachelor's Column on the ~~2021-2022 2022-2023~~ salary grid.
- C. Master's Column: Teachers in the Master's Column who meet the Evaluation factor will then advance one step in the Master's Column on the ~~2021-2022 2022-2023~~ salary grid.
- D. Movement from BS Column to MS Column: A teacher in the Bachelor's Column who meets the Evaluation and Education factors moves from the BS column to the MS column in the same row.
- E. Teachers at Top of Columns: A teacher who has reached the top step of either the Bachelor's Degree column or the Master's Degree column will not receive an increase to their base salary, but will receive a stipend in an amount equal to the base salary increase received by other teachers in the teacher's salary column. Those teachers less than 1.0 FTE at the top step of either column shall receive this stipend pro-rated to match their current FTE.

6.8. Disqualification

Except as provided by Indiana Code 20-28-9-1.5(f), a teacher who receives an evaluation rating of Ineffective or Improvement Necessary shall not be eligible to receive a base salary increase and shall continue to receive his or her prior school year base salary.

7.9. Redistribution

Any funds otherwise allocated for teachers who received evaluation ratings of ineffective or improvement necessary will be equally distributed as a stipend among teachers who receive an evaluation rating of effective or highly effective for the same evaluation period.

8.10. Time of Payment

The Board will pay the base salary increases, top of the scale stipends, and redistribution stipends described herein not later than 60 days after all State data that is part of the Eastern Greene School Corporation evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed. Base salary increases will be applied retroactively to the start of the ~~2021-2022~~ **2022-2023** school year.

9.11. Salary Range

The salary range for returning teachers for ~~2021-2022~~ **2022-2023**, prior to any base increase, is ~~\$38,000 to \$73,000~~ **\$36,000 to \$64,400**.

10.12. Lack of Funding

If sufficient funding is not available in any future year to fund complete movement on the salary schedule of all teachers who would otherwise meet the requirements to move on the schedule, then the parties will negotiate an alternative compensation arrangement that is compliant with Indiana law and comports with the funding available (if any) at that time.

**APPENDIX B
2022 - 2023
EXTRA-CURRICULAR ACTIVITY (ECA) PAY**

Base - \$40,000

**POSITION
INDEX**

(Index x Base)

Schedule I

.010 - \$400

| |
|---|
| Kindergarten Team Leader |
| 1st Grade Team Leader |
| 2nd Grade Team Leader |
| 3rd Grade Team Leader |
| 4th Grade Team Leader |
| Elementary Special Education Leader (RTI) |
| 5th Grade Team Leader |
| 6th Grade Team Leader |
| 7th Grade Team Leader |
| 8th Grade Team Leader |
| MS Special Education Leader |
| HS Fine Arts Department Chair |
| HS Language Arts Department Chair |
| HS Mathematics Department Chair |
| HS Science Department Chair |
| HS Social Studies Department Chair |
| HS Special Education Department Chair |
| HS Vocational Department Chair |
| Elementary Math Bowl |
| Elementary Assistant Music Director |
| Elementary Yearbook Advisor |

| |
|-----------------------------|
| MS E-Sports |
| MS Math Bowl |
| MS Robotics |
| MS Spell Bowl |
| MS Yearbook Advisor |
| HS Assistant Music Director |
| HS Academic Quiz Bowl |
| HS E-Sports |
| HS FCCLA |
| HS Freshman Class Sponsor |
| HS Sophomore Class Sponsor |

Schedule II

.020 - \$800

| |
|--|
| Kindergarten Round-up |
| Elementary Student Council |
| MS Nature/Science Club |
| MS Student Council |
| HS Art Club |
| HS National Honor Society |
| 5th & 6th Grade Cheerleading Coach |
| HS Varsity Assistant Boys Track Coach |
| HS Varsity Assistant Girls Track Coach |
| HS Varsity Assistant Soccer Coach |

Schedule III

.030 - \$1200

| |
|--------------------------------------|
| HS Senior Class Sponsor (Graduation) |
| HS Junior Class Sponsor (PROM) |
| MS 8th Grade Class Sponsor (DC Trip) |
| MS/HS Pep Band |
| MS/HS Concert Band |
| MS/HS Musical Director (2) |

| |
|---|
| MS/HS Choir Director |
| MS/HS Orchestra Director |
| Elementary STEM/Science |
| 5th Grade Boys Basketball Coach (if separate from 6th Grade) |
| 6th Grade Boys Basketball Coach (if separate from 5th Grade) |
| 5th Grade Girls Basketball Coach (if separate from 6th Grade) |
| 6th Grade Girls Basketball Coach (if separate from 5th Grade) |
| HS Varsity Dance Coach |
| 7th & 8th Grade Cheerleading Coach |
| MS Boys Cross Country Coach (if separate from Girls) |
| MS Girls Cross Country Coach (if separate from Boys) |
| HS Varsity Assistant Football Coach (3) |
| MS Football Assistant Coach (2) |
| MS Boys Track & Field Coach (if separate from Girls) |
| MS Girls Track & Field Coach (if separate from Boys) |
| 7th Grade Girls Volleyball Coach (if separate from 8th Grade) |
| 8th Grade Girls Volleyball Coach (if separate from 7th Grade) |

Schedule IV

.040 - \$1600

| |
|-----------------------------|
| HS Student Council |
| HS Yearbook Advisor |
| HS Assistant Baseball Coach |
| HS Assistant Softball Coach |

Schedule V

.045 - \$1800

| |
|--|
| 5th & 6th Grade Boys Basketball (if coaching 5th & 6th Grade) |
| 5th & 6th Grade Girls Basketball (if coaching 5th & 6th Grade) |
| MS Cross Country Coach (if coaching Boys and Girls) |
| MS Track & Field Coach (if coaching Boys and Girls) |
| 7th & 8th Grade Girls Volleyball Coach (if coaching 7th & 8th Grade) |

Schedule VI

.050 - \$2000

| |
|---|
| HS C-Team/Freshmen Coach |
| 7th Grade Boys Basketball Coach (if separate from 8th Grade) |
| 8th Grade Boys Basketball Coach (if separate from 7th Grade) |
| 7th Grade Girls Basketball Coach (if separate from 8th Grade) |
| 8th Grade Girls Basketball Coach (if separate from 7th Grade) |
| MS Football Head Coach |
| HS Varsity Boys Golf Coach |
| HS Varsity Girls Golf Coach |

Schedule VII

.060 - \$2400

| |
|--|
| MS/HS Marching Band |
| Elementary Music Director |
| HS Varsity Assistant Boys Basketball Coach |
| HS Varsity Assistant Girls Basketball Coach |
| HS Varsity Boys Track & Field Coach (if separate from Girls) |
| HS Varsity Girls Track & Field Coach (if separate from Boys) |
| HS Junior Varsity (Assistant Varsity) Football Coach |
| HS Varsity Boys Cross Country Coach (if separate from Girls) |
| HS Varsity Girls Cross Country Coach (if separate from Boys) |
| HS Varsity Soccer Coach |

Schedule VIII

.070 - \$2800

| |
|---|
| HS Varsity Cheerleading Coach |
| HS Junior Varsity Volleyball Head Coach |

Schedule IX

.075 - \$3000

| |
|--|
| 7th & 8th Grade Boys Basketball Coach (if coaching 7th & 8th Grade) |
| 7th & 8th Grade Girls Basketball Coach (if coaching 7th & 8th Grade) |

Schedule X

.090 - \$3600

| |
|---|
| HS Junior Varsity Boys Basketball Coach |
| HS Junior Varsity Girls Basketball Coach |
| HS Cross Country Coach (if coaching Boys and Girls) |
| HS Track & Field Coach (if coaching Boys and Girls) |

Schedule XI

1.00-.10- \$4000

| |
|------------------------------|
| HS Boys Baseball Head Coach |
| HS Girls Softball Head Coach |

Schedule XII

1.20-.12- \$4800

| |
|--|
| FFA Sponsor |
| HS Varsity Girls Volleyball Head Coach |

Schedule XIII

2.00-.20- \$8000

| |
|--------------------------------|
| HS Boys Football Head Coach |
| HS Girls Basketball Head Coach |
| HS Boys Basketball Head Coach |

*****The following statement is for informational purposes only.**

This ECA schedule was created by a committee of Eastern Greene employees that included both teachers and administration. A survey was sent to all coaches and sponsors during the 2021-2022 school year. This survey asked for information pertaining to the number of students they supervise, hours spent outside the school day, length of season/activities, and number of contests/activities. The committee also used information obtained from the ECA schedules of area schools as a comparative tool. The payment categories are based on a percentage of a \$40,000 salary which is the starting pay for a first year teacher. The categories progress in ascending order in relation to the amount paid for the position and in relation to the number of students supervised, number of contests/meetings, length of season/activities, and hours spent outside the school day.

2021-2022

EXTRA-CURRICULAR ACTIVITY (ECA) PAY

The number of positions listed here is for informational purposes only and was not bargained.

Base - **\$2,647**

| | |
|-----------------|-----------------------|
| POSITION | INDEX |
| | (Index x Base) |

| | |
|-------------------|-------------------|
| Schedule I | .02 - \$53 |
|-------------------|-------------------|

This schedule intentionally left blank.

| | |
|--------------------|--------------------|
| Schedule II | .10 - \$265 |
|--------------------|--------------------|

- Fine Arts Department Chair HS
- Language Arts Department Chair HS
- Mathematics Department Chair HS
- Science Department Chair HS
- Social Studies Department Chair HS
- Special Education Department Chair HS
- Vocational Department Chair HS
- Elementary RTI Chairperson
- Elementary Student Council Sponsor
- High School Student Council Sponsor
- National Honor Society Sponsor
- MS Student Council Sponsor
- SAVE Sponsor
- MS Yearbook
- MS Team Leaders (5)*

| | |
|---------------------|--------------------|
| Schedule III | .20 - \$529 |
|---------------------|--------------------|

- Kindergarten Round Up
- 5th and 5th Cheerleader Sponsor
- MS Math Club Sponsor
- MS Nature Club Sponsor
- MS Spell Bowl Sponsor
- H.S. Science Club Sponsor
- Assistant Elementary Music Director
- Assistant H.S. Music Director

Art Club Sponsor
Elementary Science Club Sponsor
H.S. Drama Club Sponsor

Schedule IV .40 - \$1059

Asst Baseball Coach
Asst Boys' Track Coach
Asst Girls' Track Coach
Asst Softball Coach
7th and 8th High Cheerleading Sponsor
Junior Class Sponsor
Academic Quiz Bowl Sponsor
MS Girls' Cross Country Coach (if separate coach from Boys)
MS Boys' Cross Country Coach (if separate coach from Girls)
Pems' Coach
7th Volleyball Coach (if separate from 8th)
8th Volleyball Coach (if separate from 7th)
MS Girls' Track Coach (if separate coach from Boys)
MS Boys' Track Coach (if separate coach from Girls)
5th Grade Boys' Basketball Coach
5th Grade Girls' Basketball Coach
5th Grade Boys' Basketball Coach
5th Grade Girls' Basketball Coach
8th Grade Class Trip Sponsor
Senior Class Sponsor
Scrabble Sponsor

Schedule V .55 - \$1,456

HS Girls' Cross Country Coach
HS Boys' Cross Country Coach
H.S. Cheerleader Sponsor
MS Volleyball Coach (if one coach for both levels)
HS Golf
MS Track Coach (if coaching both boys and girls)
MS Cross Country Coach (if coaching both boys and girls)
Summer Volleyball
MS Asst. Football Coach (2)*
Summer Baseball

Schedule VI **.60 - \$1,588**

7th Grade Boys' Basketball Coach
8th Grade Boys' Basketball Coach
7th Grade Girls' Basketball Coach
8th Grade Girls' Basketball Coach
HS Yearbook Sponsor

Schedule VII **.75 - \$1,985**

Junior Varsity Volleyball Coach
Girls' H.S. Track Coach
Boys' H.S. Track Coach
Freshmen Basketball Coach
Asst. Boys' Basketball Coach
Asst. Girls' Basketball Coach
MS Head Football Coach
Asst. Football Coach (4)*

Schedule VIII **.90 - \$2,382**

Choir Director
Elementary Music Director
Varsity Baseball Coach
Varsity Softball Coach
Summer Girls' Basketball
Summer Boys' Basketball
Summer Football

Schedule IX **.9164 - \$2,426**

Schedule X **1.1 - \$2,912**

Varsity Volleyball Coach
Jr. Varsity Boys' Basketball Coach
Jr. Varsity Girls' Basketball Coach

Schedule XI **1.666 - \$4,410**

Band Director
FFA Sponsor

Schedule XII **2.0 - \$5,294**

Varsity Boys' Basketball Coach
Varsity Girls' Basketball Coach
Varsity Football Coach

No person shall be paid less for performing an ECA for the current school year than they

~~were paid for the previous school year for performing the same ECA.~~

~~Certified staff members holding ECA positions shall be compensated based on years of experience, up through five years, as shown on the attached schedule.~~

NEW POSITIONS: ~~The Board retains the right, from time to time, to create additional positions on the ECA schedule as it deems appropriate. In the event a position is created, the Board retains the right to make an initial ECA amount. In such event, however, the final ECA amount will be negotiated by the parties.~~

2021-2022

Teachers will not advance on this grid for 2021-2022, but will remain at their level as of the 2016-2017 school year.

For ECA positions held by certified staff members (excluding varsity coaches)

| Years of Experience | Base | Schedule 1 | Schedule 2 | Schedule 3 | Schedule 4 | Schedule 5 | Schedule 6 |
|---------------------|---------|------------|------------|------------|------------|------------|------------|
| | \$2,647 | | | | | | |
| 0 | | \$53 | \$265 | \$529 | \$1,059 | \$1,456 | \$1,588 |
| 1 | | \$64 | \$270 | \$540 | \$1,080 | \$1,485 | \$1,620 |
| 2 | | \$55 | \$275 | \$551 | \$1,101 | \$1,515 | \$1,653 |
| 3 | | \$56 | \$284 | \$564 | \$1,123 | \$1,545 | \$1,686 |
| 4 | | \$57 | \$286 | \$573 | \$1,146 | \$1,575 | \$1,719 |
| 5 | | \$58 | \$294 | \$584 | \$1,169 | \$1,607 | \$1,753 |

| | Schedule 7 | Schedule 8 | Schedule 9 | Schedule 10 | Schedule 11 | Schedule 12 |
|---|------------|------------|------------|-------------|-------------|-------------|
| 0 | \$1,985 | \$2,382 | \$2,426 | \$2,912 | \$4,410 | \$5,294 |
| 1 | \$2,025 | \$2,430 | \$2,474 | \$2,970 | \$4,498 | \$5,400 |
| 2 | \$2,066 | \$2,479 | \$2,524 | \$3,029 | \$4,588 | \$5,508 |
| 3 | \$2,107 | \$2,528 | \$2,575 | \$3,090 | \$4,680 | \$5,618 |
| 4 | \$2,149 | \$2,579 | \$2,627 | \$3,151 | \$4,773 | \$5,730 |
| 5 | \$2,193 | \$2,631 | \$2,680 | \$3,215 | \$4,868 | \$5,845 |

For ECA positions held by certified staff members who are varsity coaches

| Years of Experience | Base | Schedule 5 | Schedule 7 | Schedule 8 | Schedule 10 | Schedule 12 |
|---------------------|---------|------------|------------|------------|-------------|-------------|
| | \$2,647 | | | | | |
| 0 | | \$1,456 | \$1,985 | \$2,382 | \$2,912 | \$5,294 |
| 1 | | \$1,499 | \$2,045 | \$2,454 | \$3,000 | \$5,453 |
| 2 | | \$1,544 | \$2,106 | \$2,528 | \$3,090 | \$5,617 |
| 3 | | \$1,590 | \$2,169 | \$2,605 | \$3,183 | \$5,785 |
| 4 | | \$1,638 | \$2,234 | \$2,683 | \$3,278 | \$5,959 |
| 5 | | \$1,687 | \$2,301 | \$2,763 | \$3,377 | \$6,138 |

APPENDIX C
GRIEVANCE REPORTS FORM

STEP _____

Distribution of Form in
Triplicate Step II-
Principal
Step III - Superintendent
Step IV - Board

| Building | Assignment | Name | Date Filed |
|----------|------------|------|------------|
|----------|------------|------|------------|

- A. Grievant(s) involved:

- A. Specific facts giving rise to grievance:

- B. Section or Provision of Agreement Violated:

- C. Specific relief requested:

**APPENDIX D
2022-2023 SCHOOL YEAR PAY DATES**

| 2022 Pay Dates | 2023 Paydates |
|-----------------------|----------------------|
| August 26, 2022 | January 13, 2023 |
| September 9, 2022 | January 27, 2023 |
| September 23, 2022 | February 10, 2023 |
| October 7, 2022 | February 24, 2023 |
| October 21, 2022 | March 10, 2023 |
| November 4, 2022 | March 24, 2023 |
| November 18, 2022 | April 7, 2023 |
| December 2, 2022 | April 21, 2023 |
| December 16, 2022 | May 5, 2023 |
| December 30, 2022 | May 19, 2023 |
| | June 2, 2023 |
| | June 16, 2023 |
| | June 30, 2023 |
| | July 14, 2023 |
| | July 28, 2023 |
| | August 11, 2023 |

PAY DATES FOR 2021-2022 SCHOOL YEAR

Commented [GN4]: Need new dates added here

| | |
|--------------------|-------------------|
| August 27, 2021 | January 14, 2022 |
| September 10, 2021 | January 28, 2022 |
| September 24, 2021 | February 11, 2022 |
| October 8, 2021 | February 25, 2022 |
| October 22, 2021 | March 11, 2022 |
| November 5, 2021 | March 25, 2022 |
| November 19, 2021 | April 8, 2022 |
| December 3, 2021 | April 22, 2022 |
| December 17, 2021 | May 13, 2022 |
| December 31, 2021 | May 27, 2022 |
| | June 3, 2022 |
| | June 17, 2022 |
| | July 1, 2022 |
| | July 15, 2022 |
| | July 29, 2022 |
| | August 12, 2022 |