

COLLECTIVE BARGAINING AGREEMENT

By and Between:

**Alliance of Charter School Employees -
ECS Federation of Teachers,
Local 6056, AFT, AFL-CIO**

and

Environmental Charter School

August 1, 2026 - July 31, 2031

Definitions

Federation: This shall refer to the bargaining unit for the Environmental Charter School employees (part of the Alliance for Charter School Employees, AFT Local 6056, AFL-CIO) representing eligible staff at the Environmental Charter School (ECS). This includes Teachers, Assistant Teacher, School Psychologists, Social Workers, Counselors, Nurses, Associate Directors and Building Substitute Teachers.

The Employer: The Environmental Charter School.

Employee: The members of the bargaining unit.

Federation Designees: The Employee(s) selected by the Federation to represent the Federation in official matters.

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Article I. Purpose

- (a) This Agreement shall set clear expectations, policies and procedures for all parties with regard to wages, terms, and conditions of employment. By setting clear expectations, policies, and procedures, this agreement will provide a framework for effective communication between the Union and the Charter School Administration.

Article II. Non-Discrimination Clause

- (a) The parties agree that they will not discriminate against any teacher on the basis of race, color, religion, ancestry, national origin, place of birth, pregnancy, childbirth, or related medical conditions and events, sex, sexual orientation, gender identity, gender expression, marital status, age, genetic information or refusal to undergo genetic screening, nonjob-related disability or membership or participation in, or association with, the Federation and/or its activities as those terms are defined under applicable federal and state laws.
- (b) The Administration will comply with all the applicable State and Federal laws regarding discrimination and will maintain a comprehensive process to ensure any employee with a complaint or concern may bring such matters to the Administration's attention for resolution.

Article III. Savings Clause

- (a) If any provision in this Agreement is held to be unlawful by a court of competent jurisdiction, the remaining provisions of this Agreement shall remain in full force and effect. If either party seeks negotiations over a replacement provision, the Parties shall meet within thirty (30) calendar days in an effort to correct the invalidity.

Article IV. Recognition

Section 4.01 Recognition

- (a) The Employer recognizes the Environmental Charter School Federation of Teachers, Alliance of Charter School Employees, Local 6056, AFT-PA, AFT, AFL-CIO to be the exclusive collective bargaining representative for the Environmental Charter School Employees as certified by the National Labor Relations Board in Case No. 06-RD-255099 and by the "Certificate of Majority Status" issued by Gerald Kobell, Esq. on December 9, 2021. The Employer recognizes that all employees covered by the aforementioned certifications belong to the same bargaining unit.

Section 4.02 Federation Membership

- (a) All Employees subject to this Agreement shall become and remain a member of the Union or, in the alternative if the employee opts out of Union membership, he/she shall be required by the Union to pay a monthly agency fee to the Union pursuant to applicable law for purposes of collective bargaining. The amount(s) for any Union dues and/or fees to be paid shall be determined by the Union.
- (a) **Dues Deduction:** During the term of this Agreement, the Employer shall deduct dues from the pay of each member of the Federation who voluntarily executes a wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. Deductions will be promptly transmitted each month to the Federation by wire transfer or check payable to its order no later than thirty (30) calendar days after the deduction is made. The Employer will also provide a

roster in electronic format that includes the employee's name and identification number, the amount deducted, and earnings for the pay period. Upon issuance and transmission of payment to the Federation, the Employer's responsibility shall cease with respect to such deductions. The Federation and each Employee authorizing the assignment of wages for the payment of union dues or agency fees hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits, or other forms of liability that may arise against employer for or on account of any deduction made from the wages of such Employee.

- (b) **Voluntary CSPE Contribution:** Upon receipt of a voluntary written authorization from an Employee, the Employer shall deduct from the wages due said Employee the sum specified in the authorization and remit to the Federation's Committee to Support Public Education (CSPE) as the Employee's voluntary contribution to said Fund in compliance with Part A above.
- (c) **Bargaining Unit Roster:** The Administration shall submit quarterly to the Federation a report or reports covering all bargaining unit employees currently employed by the Administration, including their name, address, primary phone number, employee identification number, job title, department name, date of hire, rate of pay, monthly gross pay, dues deduction, CSPE contribution, and any employee terminations or transfers from the bargaining unit

Section 4.03 Mutually Scheduled Meetings

- (a) Whenever members of the bargaining unit are mutually scheduled by the parties to participate during working hours in Administration related functions, they shall suffer no loss of pay.

Article V. Federation Rights

Section 5.01 Meetings for Next Agreement

- (a) Conferences, meetings, or negotiating sessions for a successor collective bargaining agreement shall be scheduled no later than 120 days prior to the expiration of this agreement and shall continue as often as practicable until a new agreement is reached.

Section 5.02 Federation Officers Release From On-Site Requirement

- (a) Federation designees may leave the buildings to which they are assigned during non-instructional times for the purposes of grievance resolution and contract administration, and participation in cooperative activities with the Employer. These officers shall not leave their buildings until they have notified the building administrators that they are leaving and have received approval. However, on the days of scheduled Administration meetings, the officers shall be part of those meetings. Federation designees shall be assigned no more preparations or duties than are customary for their departments and buildings.

Section 5.03 Use of Buildings

- (a) The Federation and Employees shall, upon written notice and approval by the building principal or their appointed representative, have the right to use the school facilities and grounds for meetings regarding Federation business at reasonable hours when school is not in session. The request shall not be unreasonably denied.

Section 5.04 Identification of Federation and Announcement of First Meeting

- (a) During the first general staff building orientation meeting in August, the building administrator will identify the Federation as the certified collective bargaining representative, introduce the Federation building representative and allow the representative(s) to address the staff for a period of no longer than 10 minutes. The Federation shall provide the names of the building representatives prior to the beginning of each school year but no later than August 1 of each year.

Section 5.05 Distribution and Posting of Federation Materials

- (a) The Federation reserves the right to distribute and post union-related documents and information in each school-wide and grade-level staff lounge at each building. No material shall be posted unless it has been approved by the Federation. Such material shall be removed promptly after its intended purpose is no longer relevant but no later than two weeks after its posting.

Section 5.06 Information and Employee Data

- (a) Quarterly, the Administration shall provide the Federation with a list of Employees, resignees, and Employee names, personal email addresses, personal phone number and home address.

Article VI. Management Rights

- (a) The Employer has and shall retain the full right to manage its operations, except to the extent that any such power or authority is contrary to any provision of this Agreement or applicable law. The Employer shall exercise its powers and authority collaboratively and will consider input from bargaining unit members and any committees created by this agreement, but final decisions will rest with The Employer except as otherwise set forth in this Agreement. Such rights shall include, and is not limited to: the management of ECS, the right to plan, direct, control, increase, decrease or to discontinue operations in whole or in part, scheduling employees, transfer of employees, the implementation, change and enforcement of work rules, determination of staffing size and staffing ratios, to determine who it shall hire and the number of employees it shall employ at any time, to determine qualifications for any job or any job it may create in the future, to establish new classifications, to assign work duties in accordance with the determination of the needs of ECS, to determine the number, location and types of facilities, to relocate any facility, to close any facility, decisions regarding curriculum, and the right to hire, transfer suspend, discipline and discharge are vested exclusively in The Employer unless limited by expressed provisions of this Agreement.
- (b) The Employer shall not implement any policy affecting the terms and conditions of employment that is inconsistent with this Agreement. The Employer shall meet to negotiate any proposed new policy adversely affecting terms and conditions of employment with the Federation prior to its implementation if that policy is a mandatory subject of bargaining. The Employer shall have the right to make or change and enforce any reasonable work rule, policy, or practice not inconsistent with this Agreement. Any dispute raised by the Federation about whether any such rule is inconsistent with this Agreement may be challenged by the Federation under the Grievance Procedure of this Agreement.
- (c) The Employer shall have the right to establish and enforce reasonable work rules, and to change, alter, amend and add to such rules in cases of emergency when there is a clear and present danger to the safety of any student, employee, or other person, or when failure to act would result in a violation of applicable law or possible cessation of the operation of ECS. If the modification results in a permanent change to working conditions which are mandatory subjects of bargaining, The Employer agrees to negotiate the modification with the Federation in a timely manner.

Article VII. No Strike or Lock-Out

- (a) No employee shall engage in any strike, sympathy strike, cessation or stoppage or interruption of work, or other interference with the operations of ECS.
- (b) The Federation, its officers, agents, representatives and members, shall not in any way, directly or indirectly, authorize, assist, encourage, participate in or sanction any strike, sympathy strike, cessation or stoppage or interruption of work, or other interference with the operations of ECS, or ratify, condone or lend support to any such conduct or action.
- (c) In the event of the occurrence of any activities prohibited in this section, the Federation shall immediately, upon receipt of notice of such action by any of its officers, instruct the involved bargaining unit employees that their conduct is in violation of this Agreement, and that the Federation instructs all such employees to return to regular work at once. In addition to this, the Federation shall attempt to contact as many of the involved employees as quickly as possible in order to achieve immediate resumption of work, and the Federation shall use its best efforts to achieve the resumption of regular work schedules as quickly as possible. The Federation shall also disavow approval of such actions and agree not to support any such actions in any manner. The Federation will also promptly notify ECS of its actions and that the employees' actions are unauthorized.
- (d) Employees who have engaged in such conduct that violates this Article may be disciplined, up to and including discharge, based on the severity of the conduct, subject to the grievance and arbitration Articles of this Agreement.
- (e) ECS agrees that it will not lock-out employees during the term of this Agreement.

Article VIII. Grievance Procedures

Section 8.01 Definition of Grievances

- (a) Any ECS employee covered under this collective bargaining agreement shall have the right to use the grievance procedures as outlined below. A grievance shall be defined as a complaint that there has been a violation, misinterpretation or misapplication of a provision of this Agreement.

Section 8.02 Grievance Procedure

- (a) **Step One:** Within ten (10) working days of when an Employee or the Federation learns of or reasonably should have learned of an event or condition giving rise to a Grievance, the Federation or an Employee, shall present a written Grievance setting forth in detail the basis of the Grievance with the building principal or immediate supervisor and attempt to resolve the matter. The employee shall be accompanied and/or represented by a Federation representative. The employee and the union shall receive an answer in writing from the building principal or immediate supervisor within ten (10) working days.
- (b) **Step Two:** Within five (5) working days after receipt of the principal's or immediate supervisor's answer, the answer may be appealed in writing to the CEO of the Employer. Upon request of the Federation, a conference shall be conducted within five (5) working days after the receipt of the appeal. The Grievant shall be advised in writing of the time, place and date of such conference and shall have the right to be represented at such a conference by the representatives of the Federation. The CEO or their designee shall serve an answer, in writing, upon the employee, if any, and the Federation within five (5) working days after receipt of the appeal, or, if a conference is requested, within five (5) working days after the conclusion of said conference.

- (c) **Step Three:** A grievance which is not settled in Step Two may be appealed by either party to this Agreement to arbitration before an impartial arbitrator provided that such party gives written notice of appeal to the other party within ten (10) working days following receipt of the answer at the Second Step. In the event that the parties are unable to mutually agree upon an arbitrator within five (5) working days after receipt of notice of appeal, they shall notify the Pennsylvania Bureau of Mediation and request a panel of seven (7) arbitrators who are members of the National Academy of Arbitrators, from which each party shall alternately strike a name until one (1) name remains (the employer will strike first). The remaining individual shall be the arbitrator, provided that the arbitrator shall not have the power or authority to change, add to, subtract from, or modify the terms and conditions of the Agreement between the parties and to the extent that his/her decision adds to, amends or in any way varies the Agreement, it shall be binding on the parties of the Agreement and the employees.
- (d) **Expense Allocation:** Each party shall bear the expense of all costs and fees of its case in arbitration and the parties shall split the arbitrator's fees.
- (e) **Additional Time:** Additional time at a specific step of this procedure may be granted in writing by mutual agreement between parties.
- (f) **Scheduling of Conferences and Hearings:** Conferences and hearings held under this grievance procedure shall be scheduled by mutual agreement of the parties.
- (g) **Federation's Right to File Grievance:** The Federation may advance a Grievance immediately to Step Two in cases where the Grievance involves the suspension or discharge of an Employee.
- (h) **Payment of Relief:** When the resolution of a non-group grievance involves monetary payment to the aggrieved, said payment shall be made within thirty (30) days of the resolution of said grievance or arbitration.

Article IX. Discipline and Discharge

Section 9.01 Just Cause

- (a) No employee shall be disciplined, given a written reprimand or discharged by Administration except for just cause. The President of the Union, or their designee, will be given a copy of any written discipline imposed upon a bargaining unit member within 24 hours of such discipline.

Section 9.02 Progressive Discipline

- (a) The parties agree that progressive disciplinary action should be used for violation of rules, policies or procedures, or for other misconduct. Normally, the progression will usually consist of a documented verbal warning and directive, written warning and directive, suspension and discharge. The Employer shall have the right to skip any progressive discipline steps in the event of serious misconduct. Discipline will become inactive after twelve (12) months without additional discipline; however, inactive discipline may be used to establish patterns of behavior.
- (b) For all documented infractions, the Employee must receive a copy of the documentation prior to the document being placed in their personnel file. Following the submission of the material to the personnel file, the Employee shall have the right to submit a written response to such material and attach it to the file copy.

Article X. Paid Leaves of Absence

Section 10.01 Employee Paid Time Off

- a) At the outset of the school year, each 10 month non-probationary employee shall be credited with 12 days of PTO (Paid Time Off). Probationary employees shall receive half of PTO at the onset of employment with the remaining days credited at the conclusion of the probationary period. Employees hired after the school year begins should receive a pro-rated amount of PTO based on their start date (hired during Q1 or before - 12 days, during Q2 - 9 days, during Q3 - 6 days, during Q4 - 3 days).
- b) Part time employees who work 20 or more hours per week will receive a pro-rated number of PTO days based on the number of hours worked per week.
- c) For the first five years of employment, unused PTO will be converted to each employee's Reserve Bank, as described in Section 12.03. After five years of employment, employees may choose to rollover unused PTO to a maximum of 15 days for 10 month employees in any one school year. The remaining PTO days will rollover into the employee's Reserve Bank.
- d) PTO days may be used generally for confidential personal business without stating a reason. Employees using more than three (3) PTO days for a personal illness must submit a statement from a physician to Human Resources.
- e) Under normal circumstances, no employee is permitted to schedule more than three (3) PTO days consecutively. Employees requesting more than three (3) consecutive PTO days must request such leave two months prior to the absence. Such requests must be approved by the supervisor and submitted to Human Resources. ECS retains sole discretion to permit an employee to schedule four (4) or more PTO days consecutively. ECS will respond to employee requests within five (5) working days. If the PTO is denied, ECS will provide an explanation in writing. Only in exceptional or extraordinary circumstances, may the two month notice be waived.
- f) If PTO is approved on a planning or professional development day, the employee will not receive additional planning time for the missed planning. The employee will be required to make up the professional development that is missed at a time to be determined by ECS during regular working hours.
- g) The Principal of each school has the discretion to limit PTO requests to ensure adequate coverage and maintain safe school operations.
- h) ECS reserves the right to investigate suspicious patterns and apply progressive discipline as necessary.
- i) Any Employee with unused [Personal Days and Sick Days for ECSFT CBA] [PTO and accrued PTO for ECSFP] at the end of the 2025-2026 school year will have all of those dates rolled over into the PTO and Reserve Bank as outlined in Section 10.03.

Section 10.02 Time Off Increments

- (a) All Federation Employees can request time off in increments of one (1) hour, two (2) hours, or three (3) hours, half day or full day. One (1), two (2) and (3) hour increments can be taken at any time throughout the day.

Section 10.03 Reserve Bank

- a) Any unused PTO days that do not rollover as explained in Section 10.01 shall convert to the employee's Reserve Bank at the end of the school year. The Reserve Bank can hold a maximum of 208 days.

- b) Reserve Bank days may be used for compassionate leave, extended bereavement, extended illness and supplemental pay during approved unpaid absences such as FMLA. In the case that the employee has exhausted their PTO, the Reserve Bank can be used for illness or in case of emergencies. In the event an employee is taking an approved unpaid leave, Reserve Bank days will be used until exhausted.
- c) ECS shall require documentation to approve use of Reserve Bank days unless in cases of emergencies. In the cases of emergencies, requests must be approved by the supervisor and submitted to Human Resources.
- d) At the time of retirement or resignation of any employee who has been employed for 60 months or more, any remaining PTO and Reserve Bank days shall be paid out to the employee at 50% of their workshop (ECSFT). Any eligible vested amount shall be paid into the employee's final paycheck or the 403(b) plan of the employee's choice. Employees must give 30 days' notice of retirement or resignation to receive this benefit.

Section 10.04 Family and Medical Leave Act

- (a) The Employer shall abide by the Family and Medical Leave Act, as amended, and shall be entitled to exercise the discretionary rights contained therein.
- (b) A qualified and approved family medical leave taken shall run consecutively with any other leaves of absence contained in this Agreement.
- (c) Calculation of an employee's 12 week FMLA entitlement shall be done on a rolling year basis as defined by the FMLA.

Section 10.05 Parental Leave

- (a) A leave of absence that is the result of a child birth or adoption shall be granted upon request, to the employee who becomes a parent through the birth of a child or the adoption of a child. The Employer provides all Employees with twenty (20) days of paid time off in the event of a birth or adoption. All days must be used within one year of the date of birth/adoption placement of the employee's child. Maternity/Paternity/Adoption support is provided in addition to the Short-Term Disability benefit and/or FMLA, as applicable. This leave will commence on a date chosen by the employee following the birth or adoption of the child. The employee shall confirm the intention to return to service as soon as possible by notifying the designated Employer official at least thirty (30) calendar days prior to the scheduled return date.
- (b) An additional ten (10) days of paid time is available in the event of the birth of a child to be used during the Short-Term Disability Elimination Period.
- (c) **Child Rearing:** A child rearing leave shall be granted upon request to any Employee who wishes to extend a leave of absence to care for a newborn child or newly adopted child once FMLA eligibility has expired. Such requests shall be made before thirty (30) days of the expected date of return from paid leave. A child rearing leave shall not exceed two full additional semesters post FMLA. The Employee is encouraged to return to work at the beginning of a semester as eligible by the guidelines stated above. All child rearing leave is unpaid. Please see Article 10 for further unpaid leave details.
- (d) Foster parents are provided ten (10) days of paid time off each year in the event of foster care placements.

Section 10.06 Military Leave

- (a) A request to the Employer must be sent along with a copy of the military orders. Any Employee inducted into military or naval service shall be considered to be on leave of absence for the entire duration of such service. All rights and privileges shall be reserved to such Employee as if he/she continued in the service of the Employer, provided, "that no such leave of absence shall be granted unless said employee shall in writing agree upon termination of said leave to return to employment in said school Administration for a period of not less than one year." School Laws of Pennsylvania, Section 1176 (c).

Section 10.07 Bereavement Leave

- (a) Five (5) working days with pay (not charged to other leave time) shall be granted to Employees upon request to make arrangements for and attend funeral services for Employee's spouse, child, parent, parent-in-law, step-parent, brother, sister, brother-in-law, sister-in-law, child of the Employee's spouse, grandparent/grandchild, or domestic partner.
- (b) Upon the unexpected loss of an unborn child, five (5) working days with pay (not charged to other leave time) shall be granted to Employees.
- (c) One (1) working day with pay (not charged to other leave time) shall be granted for Employees upon request for other family members or loved ones not listed. Loved ones may include close friends, roommates, and other close, non-related individuals.

Section 10.08 Uses of Professional Development Leave

- (a) All full-time Employees shall be granted two (2) paid professional development leave days per year. Part-time employees and temporary employees are eligible for one (1) paid professional development leave day per year. The number of professional development leave days is prorated according to the employee's hire date. Full time employees hired after Quarter 2 are eligible for one (1) professional development day during their initial assignment. Part-time and temporary employees hired after Quarter 2 are not eligible for a professional development day during their initial assignment. Professional development leave is not accrued from year to year. The Employer will not pay the employee for any unused professional development leave time.
- (b) At the school's discretion, certain positions that require mandatory professional development to maintain certifications, memberships in professional organizations, or licenses will be offered up to ten (10) additional paid professional development days per year at the discretion of the Employer. These positions are School Counselors, School Psychologists, School Social Worker and School Nurses.
- (c) Professional development is defined as workshops, seminars, symposiums, or conferences that have a specific mission to further your knowledge and practice as an educator. These may include one-day workshops hosted by local educational or environmental organizations, multi-day conferences focused on a content area, or a session at a local teacher-training center.
- (d) Additionally, Employees may use professional development leave to complete their educational pursuits for coursework that aligns with the ECS mission. Approval by the Employer is required.
- (e) At its discretion, the Employer may reimburse Employees up to \$100 for registration fees and other sign up costs for professional development opportunities.

- (f) Additional costs such as lodging and transportation may be paid at the Employer's discretion and only if agreed upon in advance of the professional development with documentation supporting the request.

Section 10.09 Disability Leave

- (a) Short-Term Disability (STD): The Employer shall offer Short-Term Disability Benefits to employees in the case the employee becomes ill or injured.
- (b) There is no waiting period to be eligible for Short-Term Disability coverage.
- (c) Once on leave, the employee will begin to receive payments of 60% of their pre-disability earnings to a maximum of \$1,500 weekly.
- (d) The first fourteen (14) days of the leave is considered the elimination period. The Short-Term Disability company will not make payments to the employee during the elimination period. Employees may use PTO during this unpaid elimination period. The maximum benefit duration is thirteen (13) weeks (inclusive of the two week elimination period); however, the employee's physician will determine the amount of time the employee needs to recover.
- (e) Long-Term Disability (LTD): The Employer shall offer Long-Term Disability Benefits to Employees in the case that the employee has depleted Short-Term Disability.
- (f) Employees must have been employed for 24 months to be eligible for Long-Term Disability coverage.
- (g) Once on leave, the Employee will begin to receive payments of 60% of their pre-disability earnings to a maximum of \$5,000 per month.
- (h) The first (90) days of the leave is considered the elimination period. The Long-Term Disability company will not make payments to the Employee during the elimination period. Employees may use PTO during this unpaid elimination period.

Section 10.10 Job Restoration

- (a) Upon return to service in the same school year from a leave, the Employee shall be placed in the identical position that he/she held immediately prior to the leave with equivalent pay, benefits, and other terms and conditions of employment.
- (b) If the leave extends from one school year to the next, the Employee will be placed in the same position or a similar position to that held immediately prior to the leave with equivalent pay, benefits, and other terms and conditions of employment.

Article XI. Unpaid Leaves of Absence for Personal Reasons

- (a) At its sole discretion, the Employer may grant unpaid personal leaves of absences. During the time the teacher is on leave, The Employee shall have no entitlement under this contract except as hereinafter provided in this Article. Before any personal leave time is granted, employees must exhaust all unused paid time off.
- (b) The Employee on leave, at their expense, may elect to continue group insurance coverage to the extent permitted under the applicable insurance policies during the approved leave of absence. If permitted under applicable insurance policies and elected by a teacher, the teacher's monthly payment of the full premium cost should be made to The Employer. The Employer shall have no obligation to pay for any such insurance or other benefit under this Agreement during any approved unpaid leave of absence.

- (c) Upon return to service in the same school year from a leave, the Employee shall be placed in the identical position that they held immediately prior to the leave. If the leave extends from one school year to the next, The Employee will be placed in the same position or a similar position to that held immediately prior to the leave.

Article XII. Work Year and Hours of Employment

Section 12.01 Work Year

- (a) Employees in the position of Teacher and Assistant Teacher, and other Employees working for a ten-month period, may work up to two hundred one (201) (returning employees) or two hundred three (203) (new employees) days to include up to one hundred eighty seven (187) days of instruction.
- (b) School Counselor, School Social Worker, School Nurse, Gifted Teacher, and School Psychologist may *request to* work up to an additional 10 days over the summer. Employees seeking approval to work these additional summer days must submit the request with an explanation for the reason in writing at least 30 days prior to the end of the school year. If approved, the summer days will be paid at the workshop rate.
- (c) New Employees shall work the additional two (2) days in August during the first year of employment for onboarding.
- (d) Associate Directors are required to work an additional 10 days over the summer when school is not in session. These days will be paid at the workshop rate. Associate Directors will work with their supervisor to schedule the 10 summer work days at least 30 days prior to the end of the school year. ECS shall retain the final authority to schedule the days should the Associate Director and supervisor be unable to agree.
 - (i) ECS may require Associate Directors to work more than 10 days, up to a maximum of 20 additional days over the summer. These days will be paid at the workshop rate. ECS shall notify the Associate Director at least 60 days before the end of the school year with an explanation in writing if more than 10 days are required.
 - (ii) Associate Directors may request to work more than 10 days up to a maximum of 20 additional days over the summer. These days will be paid at the workshop rate. Employees seeking approval to work more than 10 summer days must submit the request with an explanation for the reason in writing with their schedule to their supervisor at least 60 days prior to the end of the school year.
 - (iii) Should any of the days be missed due to illness or other unforeseen circumstance, they can be rescheduled at a later date. If a rescheduled date is not feasible, a conversation will occur with the member and the supervisor and Human Resources, however, there may be circumstances where the day is not made up.

Section 12.02 Work Day

- (a) The Employer shall schedule each school building for an eight-hour workday which will include a thirty minute lunch period and preparation period each day. Staff shall work during their building's scheduled hours.
- (b) Lunch Period: All Employees are entitled to a thirty (30) minute, duty-free lunch. No Employee shall be assigned any duties during said period.
- (c) **Preparation Period: K-8** Instructional employees shall receive at least one dedicated self-directed preparation period of no less than 50 minutes each full instructional day. A maximum of three (3) preparation periods per month may be used for Multi-Tiered System of Support, Counseling, Data, or

other meetings initiated by Administration. Additional meetings in excess of the monthly maximum will be considered optional for staff attendance. Except in emergency circumstances, no instructional staff shall be required to forgo their dedicated preparation period to cover another teacher's absence. Instructional staff who agree to forgo their dedicated preparation period to cover another staff member's absence will be compensated as listed in Article XXV Salary.

- (d) Preparation Period: High School** Instructional employees shall receive at least 40 continuous minutes of uninterrupted preparation time on all full school days – and will have at least 250 such minutes during a full five-day school week. During weeks with less than five school days and/or during weeks with one or more half-days, teachers will have: a) 40 continuous minutes of uninterrupted preparation time on all full days, and b) a preparation period equal to the length of student class periods on any shortened days. There will be no guarantee of 250 total minutes during any week that has less than five full days of school.

Section 12.03 Planning Time

- (a)** During August, twelve (12) hours will be designated for self-directed planning.
- (b)** There will be one non-student day during Q2, Q3, & Q4. During this non-student day, two (2) hours will be designated for professional development and five and half (5.5) hours will be designated free self-directed planning.
- (c)** For yearly calendars with staff days exceeding 199, the ECS and the Federation will meet and discuss on how to structure the additional days.
- (d)** Self-directed planning time is defined as independent planning time for staff. Staff meetings, grade level team meetings, vertical team meetings, training, and other mandatory activities shall not count as self-directed planning time. New teachers and employees on improvement plans may be required to participate in any amount of facilitated planning during this time.
- (e)** Committees that meet on a voluntary basis may still meet during self-directed planning time.
- (f)** ECS may provide Instructional staff up to 7.5 hours each quarter for planning. This time will be determined by ECS and facilitated by a member of the CPD team. Requests shall not be unreasonably denied.
- (g)** High school staff may request 7.5 hours for the purpose of writing letters of recommendation. Such requests shall be accompanied by verification of the need for the Clerical Day. ECS shall consider the number of requested recommendation letters in considering the request.
- (h)** Students Services may request up to 10 writing days a school year for the purpose of documentation.

Section 12.04 Clerical Half Days

- (a)** During Clerical Half Days, one (1) hour is designated for professional development and two and half (2.5) hours are designated for clerical work.
- (b)** On the half day before Thanksgiving break, teachers are permitted to leave at the end of the scheduled half day after students leave.

Section 12.05 Conference Days

- (a)** A maximum of four (4) non-instructional days will be provided each academic year (fall and spring) for teachers to conduct parent conferences. In lieu of a non-instructional day for conferences, two instructional half-days may be used for parent conferences.
- (b)** The eight hour work day for conference days will be scheduled by the Employer.

Section 12.06 After School Meetings

- (a) A maximum of 16 floating after school meetings lasting no more than one hour after the contractual work day may be scheduled each school year.
- (b) At the beginning of the school year, principals will provide employees with a calendar of scheduled after school meetings. Staff shall be given notice of changes to after school meetings at least two weeks in advance. ECS reserves the right to adjust those days. ECS also reserves the right to add additional after school meetings if there is a need.

Section 12.07 Special Education Team Meetings

- (a) A maximum of two special education team meetings may be scheduled each month during the school day. These will not count toward other meetings under this article.

Section 12.08 Evening Events

- (a) Employees shall be required to attend no more than five (5) after school events. ECS shall provide a schedule for all planned evening events as well as roles/responsibilities for the events at the beginning of the school year. Employees must sign up for particular events to meet their requirements. ECS reserves the right to add additional evening events with notice no less than three weeks prior to the event. ECS may require all staff to participate in a maximum of three (3) events to be determined at the beginning of each year.
- (b) ECS reserves the right to assign employees to participate in events based on need and qualifications.
- (c) Employees may be asked, at the Administration's discretion, to stay at additional evening meetings or events, which shall be compensated as described in section 25.07 Educational Program Compensation. This does not include overnight events.
- (d) A maximum of one overnight trip can be scheduled per grade level per year for no more than four (4) nights. Employees who attend the grade level trip will receive additional compensation as described in section 25.07 Educational Program Compensation. Employees will be expected to work outside of scheduled hours during overnight trips.

Section 12.09 Summer Planning Days

- (a) In the case of the adoption of new curriculum, affected teachers will be provided the option to receive up to four (4) facilitated planning days during the summer to become acquainted with the new curriculum, receive relevant training, prepare curricular materials, and plan lessons using the curriculum. Teachers will be compensated at workshop rate for each summer planning day.
- (b) If any other circumstances require the employee to come in during the summer or other scheduled days off they shall be compensated at the workshop rate per additional required work day.

Section 12.10 Emergency Closing

- (a) Emergency closing of schools, including but not limited to, snow days, in whole or in part, shall be counted as whole days and shall not extend the school year for teachers beyond 201 days unless such extension is required to fulfill 180 days of pupil instruction. Extension of the school year for teachers for this specific purpose shall not require compensation in excess of the teachers' regular salary.
- (b) The Employer will follow state guidelines for instruction during emergency closing.
- (c) In the case of Flexible Instruction Days (FID) Employees will not be required to report to the building.

Section 12.11 Emergency Staff Meetings

- (a) In cases of an emergency, the Employer may call an emergency staff meeting. This emergency staff meeting will not count toward the Employer's allowed number of meetings under any section of this article.
- (b) Employees will make their best effort to attend emergency meetings.
- (c) In cases of a scheduling conflict, the Employer shall trust that attendance by the Employee was not possible and shall not require an excuse.

Section 12.12 Lactation Breaks

- (a) The Employer adheres to the Patient Protection and Affordable Care Act, and the Fair Labor Standards Act. The Employer is committed to families and provides a family friendly work environment. The Employer supports breastfeeding and provides a reasonable break time (up to but not to exceed 20 minutes under the Patient Protection and Affordable Care Act) for Employees to express breast milk for a year after her child's birth. A private area will be made available for breastfeeding employees to express milk. The Employee should contact the Assistant Principal to arrange for this private, designated space.

Section 12.13 Coverage

- (a) To the extent possible, ECS will try to spread the responsibility for coverage to reduce reliance on the same individuals.

Article XIII. School Calendar

- (a) The Employer will, at least sixty (60) days prior to the end of the current school year, provide the Federation with a draft of the school calendar for the following year. The draft calendar will be presented to the Federation membership for review and comment. The Federation may provide feedback and comment on the draft calendar within 14 days of the draft being received.

Article XIV. Communication & Committees

- (a) The Employer and the Federation shall establish a Labor-Management Committee to meet and discuss policies of the Employer in pursuit of the parties' shared mission. Topics for discussion may include, but are not limited to, scheduling, special education, curriculum and equity. The committee shall include no more than ten (10) employees designated by the Federation.
- (b) The Labor-Management Committee will meet monthly to discuss member concerns and find collaborative solutions. The parties may cancel or add additional meetings by mutual agreement.
- (c) The Labor-Management Committee will identify a point person for communication, outside of the meet and discuss, at the beginning of the school year.

Article XV. Health and Safety

Section 15.01 Environment

- (a) The Employer believes in and encourages safety as its top priority. As such, the Employer is committed to ensuring a safe and healthy work environment for all its employees. Employees shall not be required to work under conditions which are unsafe or unhealthy. The Employer shall comply with the provisions regulating safety hazards and fire in public school buildings and all other applicable laws with respect to the health, safety, and welfare of its employees.

Section 15.02 Written Reports

- (a) Employees are responsible for reporting in writing to their Principal, or any other designated member of the administrative team, any allegedly unsafe circumstance, situation, or event, including any injury, as soon as practicable. All employees are expected to use good judgment and common sense in matters of safety, to observe posted safety rules, and to follow Occupational Safety and Health Administration (OSHA), state, and local safety regulations. The parties agree that some incidents do not require a written report and that employees in consultation with administration will use best judgment for each event.

Section 15.03 Investigation

- (a) The Employer will investigate any reported unsafe, hazardous, unhealthy, or potentially dangerous working conditions and shall take necessary steps to have the condition remedied within a reasonable time period commensurate with the urgency of the situation.

Section 15.04 Assault

- (a) Employees shall report as soon as feasible any instance of assault suffered in connection with their employment to the Principal or other designated member of the administrative team. The Employer shall take all reasonable steps to ameliorate the situation and ensure the safety of students and employees.

Article XVI. Personnel Files

- (a) No material derogatory to an Employee's conduct, service, character, or personality shall be placed in the personnel file unless the Employee has received a copy and/or has been provided an opportunity to review the material. Following the submission of the material to the personnel file, the Employee shall have the right to submit a written response to such material and attach it to the file copy. Any derogatory comments unrelated to an Employee's work performance or work conduct shall not be placed in their personnel file.
- (b) Individual personnel files shall be confidential. Only the Employer's authorized management personnel shall have access to a personnel file. However, upon receipt by the Employer of a written request from an employee to review his/her personnel file or for his/her representative to be granted access to review the personnel file, the Employer shall honor any such request. The employee must contact Human Resources for a Request to Review Personnel File form in order to set up an appointment for the review. The Employee and/or his/her representative must be in the presence of Human Resources in the Business Office when reviewing the contents of the Employee's file. Requests by former employees will be evaluated and federal and state employment law and regulations will be consulted before a request is granted or denied.
- (c) After the passage of 12 months, an Employee shall have the right to request the "removal" of all unfavorable anecdotal records and all related memos and documents, except for any letters of suspension, termination, personnel transaction forms and state ratings forms. For purposes of this Article, "removed" means that the "removed" personnel records shall not be considered by the Employer when making personnel decisions. Removal does not mean records will be physically or electronically moved or destroyed.
- (d) The Employer agrees this shall be the sole personal file and shall not establish any separate files.

Article XVII. Class Size

- (a) Class Size Limit: The Employer shall maintain a class size limit of no more than 26 students per classroom. In the event a classroom would need to increase beyond 26 students, the Employer will meet with the Federation to discuss the circumstances.

Article XVIII. Evaluations

- (a) The Employer shall use the state required evaluation form.

Article XIX. Transfers

- (a) An involuntary transfer shall be defined as an un-requested change by the affected employee in his or her grade level, subject assignment, building assignment, or any combination thereof.
- (b) There shall be no arbitrary or capricious transfers.
- (c) All teachers will receive their tentative schedule for the upcoming school year before the end of the current school year.
- (d) Prior to an involuntary transfer, a conference will be held between the transferred teacher and the appropriate administrator. During or prior to such a conference, the reasons for the transfer are to be disclosed and shall be placed in writing. The employee shall be notified in writing of other existing vacancies for which he or she is certified.
- (e) Any teacher that has been transferred will be offered commensurate planning time prior to the start of the new position.

Article XX. Vacancies

Section 20.01 Mid Year/Emergency Vacancies

- (a) If an existing position becomes vacant during the academic year, the Employer shall notify Employees via email and posting of vacancies. This shall not limit the Employer's ability to seek qualified external candidates.

Section 20.02 Anticipated Vacancies/Newly Created Positions

- (a) If the Employer is seeking to fill a newly created position or an anticipated vacancy that will begin during the next academic year, the Employer shall notify Employees via email of the newly created position or anticipated vacancy at least five (5) days prior to seeking any qualified external candidates. Should two (2) candidates have equal qualifications, seniority shall be the tie breaker for filling the vacancy.

Article XXI. Work Security

- (a) No work normally performed by a bargaining unit member shall be performed by a non-bargaining unit worker. The Employer shall not hire any third-party contractor or temporary worker to perform work that typically would fall within the bargaining unit or could be performed by a bargaining unit member. Nothing in this section shall prohibit an administrator or a substitute from filling in for an absent bargaining unit member on a temporary basis (i.e. when a bargaining unit member is absent due to illness, injury or temporary leave).

Article XXII. Seniority

Section 22.01 Seniority

- (a) Seniority is defined as the length of continuous service from the first day of work on a bargaining unit job and shall date from the effective date of employment at ECS.

Section 22.02 Accrual

- (a) Seniority shall continue to accrue during periods of contract employment, furloughs, layoffs, and approved leaves of absence.

Section 22.03 School Year

- (a) An employee who works more than the normal school year shall not accumulate more seniority than the employee who works the normal school year.

Section 22.04 Part Time

- (a) Part-time employees will be considered as full-time for the purpose of computing seniority. This shall include those employees who share single positions.

Section 22.05 Same Day Hire

- (a) If two (2) or more employees have the same first day, under paragraph 1 above, their order on the seniority list shall be determined by the last digit in their social security numbers, with zero (0) being the most senior number and nine (9) being the least senior number. In the event digits in the same corresponding position are identical, successive digits to the immediate left will be examined in turn until the tie is broken.

Section 22.06 Broken and Frozen Seniority

- (a) Seniority shall be broken and employment terminated for any of the following:
 - (i) Resignation or retirement.
 - (ii) Discharge in conformance with Just Cause and Progressive Discipline.
- (b) Should an Employee take an unpaid leave of absence for greater than 24 months, that Employee's seniority shall be frozen until the Employee returns to work.

Article XXIII. Curtailment of Staff

- (a) When it is necessary to curtail the size of the professional staff, the Employer will continue its practice of relying, where possible, on normal attrition. When the required curtailment cannot be achieved by normal attrition, the Employer will furlough employees on the basis of reverse seniority within the certification area.

Section 23.01 Furlough

- (a) Furlough is the separation of an employee for lack of work or funds as determined by the Employer, without fault or delinquency on the employee's part. The Employer agrees to provide the Federation with a list of names of the employees being furloughed and such notice shall be sent at the same time that it is issued to the employees affected.
- (b) Employees to be furloughed shall be notified as soon as possible after the decision to furlough has been made.
- (c) The Employer shall not challenge unemployment insurance claims from Employees who have been furloughed.
- (d) Furloughed employees shall retain recall rights. A furloughed employee must share any change of address with the Employer during the furlough.

Section 23.02 Recall

- (a) Furloughed employees shall have recall rights. Recall will occur in order of seniority within each bargaining unit classification by department. For example, if a Math teacher is needed, the most senior Math teacher (or teacher with a Math certification) will be recalled as opposed to an English teacher and the like.

- (i) A furloughed Employee must return to work within fifteen (15) business days of receiving a recall notice. It is the responsibility of the Employee to keep the Employer informed of any change in address, email contact information, or telephone number. The failure of a furloughed Employee to respond to a recall notice within fifteen (15) business days of transmittal of that notice shall result in his/her removal from the recall list.
- (ii) Recall notices shall be transmitted to employees using certified mail, email, and telephone.

Article XXIV. Mileage Reimbursement

Section 24.01 Personal Mileage

- (a) Employees will be reimbursed for use of their personal cars for business purposes at the appropriate Internal Revenue Service standard mileage rate issued each year. Commuting mileage will not be reimbursed.

Section 24.02 Public Carrier

- (a) Employees traveling by public carrier should select the most cost-effective means of travel, such as coach airfare, and must have the approval of the appropriate supervisor. Receipts are necessary.

Section 24.03 Meals

- (a) Employees will be reimbursed on a per diem basis for meals and tips. The maximum per diem rate per day shall be determined by the U.S. General Services Administration Meals & Incidentals Breakdown for their destination.

Article XXV. Salary

Section 25.01 Step Scale Movement and Annual Adjustments

- (a) Pay scale steps were verified for the 2025 - 2026 School Year. All staff should advance vertically from their prior year step (i.e., if you were on step 3 for 2026 - 2027, you would advance to year 4 for the 2027 - 2028 School Year).
- (b) Associate Directors will become 10-month employees and be placed on the teacher scale. Associate Directors will follow the 10-month employee PTO policy.
- (c) For the 2026-2027 school year, current Associate Directors on the 2025-26 Associate Directors scale will be placed at the step that is equivalent to the step status on the teacher scale. For example, an Associate Director currently at step 9, which is the top of the scale, would move to step 15 on the teacher scale. An Associate Director on step 8, which is second to the top, would move to step 14 on the teacher scale, and so on.
- (d) Employees that receive an unsatisfactory rating are not eligible to advance to the next step in the subsequent school year. However, if that Employee has a satisfactory rating the subsequent year, that Employee shall progress two steps the following year (i.e., Employee receives an unsatisfactory rating for 2026 - 2027 and is at step 5, Employee will remain at step 5 for 2027 - 2028 on the pay scale for that year and if Employee received a satisfactory rating would progress to step 7 for 2028 - 2029).
- (e) In the case an Employee is hired following the first day of school, a full year of service will only be credited to Employees who have worked over sixty percent of the Work Year as defined by Article 11. Employees who have worked less than sixty percent of the Work Year will receive a scale adjustment for the respective year but will not earn a full year of service.
- (f) No employee will receive a reduction in pay under this agreement. If their pay under the new salary system is less than their previous pay, then they will receive their previous pay until their pay under the contract becomes higher.

Section 25.02 Other Adjustments

- (a) Special Education teachers will receive an additional \$1,000 in salary annually.
- (b) Gifted/ESL teachers will receive an additional \$1,000 in salary annually.
- (c) Employees who have reached the top of their payscale will receive a scale adjustment (horizontal) for their respective year but will not advance beyond the top of their payscale.

Section 25.03 Adjustment for Part-Time Employee

- (a) The pay scales represent full time employment.
- (b) Any part-time positions will earn a prorated salary.

Section 25.04 Pay Periods

- (a) Employees will be paid twice each month over a twelve (12) month period (August 1 - July 31). Employees who separate from the school at the end of the school year shall receive pay and benefits until July 31 of that year. Employees who separate from the school prior to the end of the year shall receive their pro-rated pay based on the number of days worked that year.

Section 25.05 New Hires and Prior Experience

- (a) Prior experience may be awarded for positions that require certification for the position into which one is hired for a Pay Scale position. Certified professionals and non-certified professionals with professional work experience at K-12 schools, with one or more years of approved experience, are eligible for the award of service for all years, with a maximum placement of step 9 on the appropriate Salary Scale. Prior experience must meet the following provisions:
- (b) All prior experience must be verified using the State form or by the prior employer(s) before salary credit is given.
- (c) Prior experience requests must be submitted at the time of hiring and will be credited after verification.
- (d) Credit can be awarded for partial years if partial years of verified experience add up to full-year equivalents, including time as a long term substitute teacher. No partial time less than one full year can be credited.
- (e) Credit will only be awarded for full school years of verified experience as is required for the related ECS position.
- (f) For internal transfers, full years of service will be granted, except in the case of paraeducator or assistant teacher to teacher (or other equivalent role).
- (g) Time as an assistant teacher or paraprofessional will be awarded 1/2 rate to any years worked. In the cases of an odd number of full years of experience, the business rule outlined for partial years shall prevail.
- (h) ECS may credit prior experience for external new hires into the Associate Director position at a maximum of step 11. Internal transfers will continue to move up on the teacher scale.
- (i) Years of service at ECS will be recognized for Associate Directors transferring into other roles. For example, an Associate Director with 13 years of service at ECS will be placed on Step 14 in the following school year.

Section 25.06 High Need Positions

- (a) The certification categories for High Need Position status will reset with the beginning of this contract. This means no categories will begin the contract with High Need Position status.
- (b) All employees who gained steps under the previous High Need Position language will keep those steps.

Section 25.07 Educational Program Compensation

Job or Responsibility	Stipend
Homebound Instructor <i>This will require a separate application and contract process and hours would be approved by the Building Principal.</i>	\$31/hour
Compensation for Loss of Preparation Period *Preparation time can be reassigned. Members are compensated if prep is lost during the day. Exception: Compensation for loss of preparation period shall not apply during those periods when special activities/programs are scheduled. Special activities/programs shall not be limited to field trips, assemblies, conferences, curriculum meetings/planning sessions, in-service programs, and parent-teacher conferences.	\$35 max per loss of prep paid at the end of the year
Additional Evening/Weekend Activities In accordance with events as noted in Article 11.	\$60 per event that is up to 4 hours and \$120 for an 8 hour or full day event.
Lead Teacher (Team Lead) <i>This is current practice and the Lead Teacher meetings with administration would not count towards the 3 meetings per month.</i>	\$1100 per school year
New Teacher Mentor as part of Onboarding Program <i>Teacher Mentors will be provided a set of responsibilities prior to selection for this position. Documentation supporting completion of responsibilities will be reviewed and approved prior to paying out the stipend.</i>	\$3000 per school year
Overnight Field Trip	\$150 per night
Committee Leader (per quarter) <i>Committees are defined and approved at the beginning of each year by the Building Principal and Superintendent. Leaders are selected prior to the committee's first meeting. These committees are not inclusive of the committees defined within this Collective Bargaining Agreement.</i>	\$150 per quarter
Addition: Teacher Leaders with separate application/contract process through Curriculum Directors *Please note, employees must receive approval from the Employee's Building Principal and Superintendent to be both a Teacher Leader and a Team Lead.	\$5000

Workshop Rate <i>*For all other approved additional time worked not subject to the above categories, employees will be paid an hourly standard workshop rate based on role group. Rates reflect the approximate average of the full salary scale for each role group.</i>	Teachers, Counselors, Social Workers, School Nurses, School Psychologists, Associate Directors: \$31/hour (\$232.50/day) Assistant Teachers, Building Subs: \$22/hour (\$165/day)
General Stipends for requested work outside of job description.	Meet to negotiate

Section 25.08 Out of School Time Clubs and Activities Compensation

- (a) Each year, ECS shall approve all clubs and Out of School Time (OST) activities and positions according to a process and timeline determined by the ECS administration. Part of the approval process shall include an approved club budget, and number of employees needed, an estimated tier of the club.
- (b) There will be no additional compensation for OST activities or athletics that meet during staff scheduled work day hours.
- (c) Compensation will be provided for OST activities and athletic programs that have received notification of approval.
- (d) If OST activities and athletic programs do not go through an evaluation and approval process, they will not be recognized as an approved ECS program and will not qualify for compensation.
- (e) If an employee does not fulfill their OST commitment or there is not sufficient student attendance, the compensation will be prorated or forfeited.
- (f) OST activities season lengths are typically 6 week periods and typically occur 3 times throughout the school year (Fall, Winter, and Spring) but may change yearly at the discretion of ECS. Some clubs may fall outside of the traditional 6-week period and will be placed in the tier according to the number of hours held.
- (g) Following the satisfactory completion of duties, the OST stipend payment will be processed at the end of the current quarter. Employees will not be paid in advance of services performed.

OST Clubs Tiers

OST club compensation is a tiered model with scope of responsibilities outlined based on hours worked (student facing). Specific club responsibilities will be outlined in club contracts.

Category Definitions

1) OST Club Sponsor: student-led or independent-led (supervise and/or mentor - interaction is limited) *Hours include student facing time and/or planning time during the club season

Tier A (\$150) 6-18 hours

Tier B (\$300) 19-36 hours

Tier C (\$700) 37-50 hours

Tier D (\$1,400) 51-70 hours

Tier E (\$2,000) 71 hours or more

2) OST Club Leader: staff-led club (develop club program, instruct and supervise)

OST Sports Club Coach/Assistant OST Club Coach staff-led intramural sports club (develop club program, instruct and supervise)

*Hours include student facing time and/or planning time during the club season

Tier A (\$300) 6-18 hours

Tier B (\$700) 19-36 hours

Tier C (\$1300) 37-50 hours

Tier D (\$1900) 51-70 hours

Tier E (\$2500) 71 hours or more

3) Athletic coaches/Assistant coaches - (competitive sports between schools)

See below

3) Athletic coaches (competitive sports between schools)

Middle and High School Sport	Compensation per Season	
	Coach	Assistant Coach
	\$3000	\$2250
Conditioning/Weight Training	\$1500	\$1125
WPIAL	+\$500	+\$500

Additional Position	Stipend
IEP required 1-1 support person in OST program <i>This will require a separate approval and contract process and hours would be approved by ECS</i>	Para hourly rate

Article XXVI. Benefits

Section 26.01 Health Benefits and Existing Benefits

- (a) The level of health benefits are documented in the Employee Benefits Guide.
- (b) The Administration will provide staff with health care plans, which include Medical Insurance, Dental Insurance, Vision Insurance, Life Insurance, Accidental Death and Dismemberment Insurance, Short Term Disability, Long Term Disability, and Workers' Compensation.
- (c) The Employer will contribute the following HRA support:

	PPO	EPO
Single	\$500	\$250
EE+/Family	\$600	\$300

- (d) In the event that the above benefits should change due to a change in provider or third-party administrator, the Administration will notify the Federation immediately. Administration must provide an initial meeting with a detailed overview of proposed coverage changes. Allow at least 2 weeks for the membership to provide feedback. These steps must be completed before any final decisions are made for plan coverage. Administration will provide solutions with substantially similar benefits.
- (e) Employee contribution percentages will be as follows:
 - (i) Medical insurance:
 - (1) 22% employee contribution
 - (ii) Dental and Vision insurance: The employee dollar amount contribution for Vision and Dental insurance shall remain the same as the 2025-2026 school year.
- (f) If at the time of annual renewal, plans increase by more than 8%, the employer will have the ability to make changes to the plan offerings. Prior to making any changes to the plan offerings, the Employer shall meet and discuss with the Federation to address health care costs.

Section 26.02 Worker's Compensation

- (a) Employees eligible for Worker's Compensation shall suffer no loss in pay or reduction in sick leave for the first 7 calendar days of disability. Thereafter, an employee on Worker's Compensation benefits may avoid suffering a loss of pay by remitting his or her Worker's Compensation check to the Employer using one-third of a sick day to account for the additional pay being paid by the Employer to the employee.

Section 26.03 Retirement

- (a) **For Employees Enrolled in PSERs** ECS employees hired before July 1, 2018 who were enrolled in PSERs as part of their employment with ECS will continue to be enrolled in PSERs. This does not apply to employees that were previously hired and are rehired by ECS. Rehires are automatically enrolled in the 403(b) plan described below
- (b) **For Employees Enrolled in 403(b)** Full and Part-time employees are required to participate in the Charter School's 403(b) Retirement Plan. Full-time employees are enrolled based on their start date.

Part-time employees are enrolled after their 400th hour of employment. Participants are fully vested in the plan at one year of service.

- (i) The 403(b) plan includes a mandatory 5% employee contribution and a mandatory 5% employer contribution.
 - (ii) Employees entering their 6th school year at ECS will receive an additional 1% employer contribution for a total of 6% employer contribution.
 - (iii) Employees entering their 11th school year at ECS will receive an additional 1% for a total of 7% employer contribution.
 - (iv) Employees entering their 16th year of service at ECS will receive an additional 1% for a total of 8% employer contribution.
- (c) Voluntary Savings Plan (403b) A voluntary savings plan, 403(b), shall be made available to all Employees.

Appendix A. Salary Scales

*Steps marked * are longevity jump steps and receive 0.5% per year. All other steps receive the non-longevity rate.*

Teacher & Associate Director					
Step	2026-27 +2.0%	2027-28 +1.0%	2028-29 +2.5%	2029-30 +2.5%	2030-31 +3.0%
1	\$45,610	\$46,066	\$47,218	\$48,398	\$49,850
2	\$47,490	\$47,965	\$49,164	\$50,393	\$51,905
3	\$49,066	\$49,557	\$50,796	\$52,066	\$53,628
4	\$50,500	\$51,005	\$52,280	\$53,587	\$55,195
5	\$52,077	\$52,598	\$53,913	\$55,261	\$56,919
6	\$53,619	\$54,155	\$55,509	\$56,897	\$58,604
7	\$55,043	\$55,593	\$56,983	\$58,408	\$60,160
8	\$56,511	\$57,076	\$58,503	\$59,966	\$61,765
9	\$58,120	\$58,701	\$60,169	\$61,673	\$63,523
10 *	\$73,697	\$74,065	\$74,435	\$74,807	\$75,181
11 *	\$91,714	\$92,173	\$92,634	\$93,097	\$93,562
12	\$94,103	\$95,044	\$97,420	\$99,855	\$102,851
13	\$95,123	\$96,074	\$98,476	\$100,938	\$103,966
14	\$96,143	\$97,104	\$99,532	\$102,020	\$105,081
15	\$97,163	\$98,135	\$100,588	\$103,103	\$106,196

School Counselor					
Step	2026-27 +2.0%	2027-28 +1.0%	2028-2 +2.5%	2029-30 +2.5%	2030-31 +3.0%
1	\$48,208	\$48,690	\$49,907	\$51,155	\$52,690
2	\$50,273	\$50,776	\$52,045	\$53,346	\$54,946
3	\$52,110	\$52,631	\$53,947	\$55,296	\$56,955
4	\$53,522	\$54,057	\$55,408	\$56,793	\$58,497
5	\$55,043	\$55,593	\$56,983	\$58,408	\$60,160
6	\$56,598	\$57,164	\$58,593	\$60,058	\$61,860
7	\$57,945	\$58,524	\$59,987	\$61,487	\$63,332
8	\$59,305	\$59,898	\$61,395	\$62,930	\$64,818
9	\$60,793	\$61,401	\$62,936	\$64,509	\$66,444
10 *	\$77,306	\$77,693	\$78,081	\$78,471	\$78,863
11 *	\$96,319	\$96,801	\$97,285	\$97,771	\$98,260
12	\$98,777	\$99,765	\$102,259	\$104,815	\$107,959
13	\$99,797	\$100,795	\$103,315	\$105,898	\$109,075
14	\$100,817	\$101,825	\$104,371	\$106,980	\$110,189
15	\$101,837	\$102,855	\$105,426	\$108,062	\$111,304

School Psychologist					
Step	2026-27 +2.0%	2027-28 +1.0%	2028-29 +2.5%	2029-30 +2.5%	2030-31 +3.0%
1	\$55,043	\$55,593	\$56,983	\$58,408	\$60,160
2	\$56,598	\$57,164	\$58,593	\$60,058	\$61,860
3	\$57,945	\$58,524	\$59,987	\$61,487	\$63,332
4	\$59,305	\$59,898	\$61,395	\$62,930	\$64,818
5	\$60,793	\$61,401	\$62,936	\$64,509	\$66,444
6 *	\$77,306	\$77,693	\$78,081	\$78,471	\$78,863
7 *	\$96,319	\$96,801	\$97,285	\$97,771	\$98,260
8	\$98,083	\$99,064	\$101,541	\$104,080	\$107,202
9	\$98,409	\$99,393	\$101,878	\$104,425	\$107,558
10	\$98,735	\$99,722	\$102,215	\$104,770	\$107,913
11	\$99,387	\$100,381	\$102,891	\$105,463	\$108,627
12	\$100,407	\$101,411	\$103,946	\$106,545	\$109,741
13	\$101,427	\$102,441	\$105,002	\$107,627	\$110,856
14	\$102,447	\$103,471	\$106,058	\$108,709	\$111,970
15	\$103,467	\$104,502	\$107,115	\$109,793	\$113,087

School Social Worker					
Step	2026-27 +2.0%	2027-28 +1.0%	2028-29 +2.5%	2029-30 +2.5%	2030-31 +3.0%
1	\$48,208	\$48,690	\$49,907	\$51,155	\$52,690
2	\$50,273	\$50,776	\$52,045	\$53,346	\$54,946
3	\$52,110	\$52,631	\$53,947	\$55,296	\$56,955
4	\$53,522	\$54,057	\$55,408	\$56,793	\$58,497
5	\$55,043	\$55,593	\$56,983	\$58,408	\$60,160
6	\$56,598	\$57,164	\$58,593	\$60,058	\$61,860
7	\$57,945	\$58,524	\$59,987	\$61,487	\$63,332
8	\$59,305	\$59,898	\$61,395	\$62,930	\$64,818
9	\$60,793	\$61,401	\$62,936	\$64,509	\$66,444
10 *	\$77,306	\$77,693	\$78,081	\$78,471	\$78,863
11 *	\$96,319	\$96,801	\$97,285	\$97,771	\$98,260
12	\$98,777	\$99,765	\$102,259	\$104,815	\$107,959
13	\$99,797	\$100,795	\$103,315	\$105,898	\$109,075
14	\$100,817	\$101,825	\$104,371	\$106,980	\$110,189
15	\$101,837	\$102,855	\$105,426	\$108,062	\$111,304

School Nurse					
Step	2026-27 +2.0%	2027-28 +1.0%	2028-29 +2.5%	2029-30 +2.5%	2030-31 +3.0%
1	\$45,937	\$46,396	\$47,556	\$48,745	\$50,207
2	\$47,817	\$48,295	\$49,502	\$50,740	\$52,262
3	\$49,392	\$49,886	\$51,133	\$52,411	\$53,983
4	\$50,827	\$51,335	\$52,618	\$53,933	\$55,551
5	\$52,404	\$52,928	\$54,251	\$55,607	\$57,275
6	\$53,947	\$54,486	\$55,848	\$57,244	\$58,961
7	\$55,371	\$55,925	\$57,323	\$58,756	\$60,519
8	\$56,837	\$57,405	\$58,840	\$60,311	\$62,120
9	\$58,446	\$59,030	\$60,506	\$62,019	\$63,880
10 *	\$74,018	\$74,388	\$74,760	\$75,134	\$75,510
11 *	\$92,036	\$92,496	\$92,958	\$93,423	\$93,890
12	\$94,430	\$95,374	\$97,758	\$100,202	\$103,208
13	\$95,450	\$96,405	\$98,815	\$101,285	\$104,324
14	\$96,470	\$97,435	\$99,871	\$102,368	\$105,439
15	\$97,490	\$98,465	\$100,927	\$103,450	\$106,554

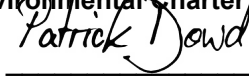
Assistant Teacher & Building Substitute Teachers					
Step	2026-27 +2.0%	2027-28 +1.0%	2028-29 +2.5%	2029-30 +2.5%	2030-31 +3.0%
1	\$34,904	\$35,253	\$36,134	\$37,037	\$38,148
2	\$41,144	\$41,555	\$42,594	\$43,659	\$44,969
3	\$42,296	\$42,719	\$43,787	\$44,882	\$46,228
4	\$43,316	\$43,749	\$44,843	\$45,964	\$47,343
5	\$44,336	\$44,779	\$45,898	\$47,045	\$48,456
6	\$45,356	\$45,810	\$46,955	\$48,129	\$49,573
7	\$46,376	\$46,840	\$48,011	\$49,211	\$50,687
8	\$47,396	\$47,870	\$49,067	\$50,294	\$51,803

Health Office Assistant					
Step	2026-27 +2.0%	2027-28 +1.0%	2028-29 +2.5%	2029-30 +2.5%	2030-31 +3.0%
1	\$43,085.82	\$43,516.68	\$44,604.60	\$45,719.71	\$47,091.30
2	\$44,615.82	\$45,061.98	\$46,188.53	\$47,343.24	\$48,763.54
3	\$46,145.82	\$46,607.28	\$47,772.46	\$48,966.77	\$50,435.77
4	\$47,675.82	\$48,152.58	\$49,356.39	\$50,590.30	\$52,108.01
5	\$49,205.82	\$49,697.88	\$50,940.33	\$52,213.83	\$53,780.25
6	\$50,735.82	\$51,243.18	\$52,524.26	\$53,837.36	\$55,452.49
7	\$53,400.06	\$53,934.06	\$55,282.41	\$56,664.47	\$58,364.41
8	\$56,460.06	\$57,024.66	\$58,450.28	\$59,911.53	\$61,708.88

Signatures

IN WITNESS WHEREOF, the Parties with intent to be legally bound have caused this Agreement to be duty signed by their authorized representatives:

Environmental Charter School



CEO



CFO

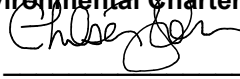


HR

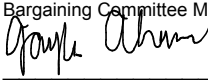
8/10/2026

Date

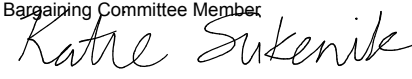
Environmental Charter School Federation of Teachers



Bargaining Committee Member



Bargaining Committee Member



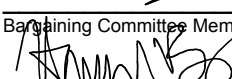
Bargaining Committee Member



Bargaining Committee Member



Bargaining Committee Member



Bargaining Committee Member

8/10/2026

Date