

2025-2026 Collective Bargaining Agreement Overview

The full CBA can be found on www.EastAllenEducatorsAssociation.com

or

EACS website > Departments > Human Resources > Teacher Information

● Article IV – Salary/Wages

○ Salary Pays (Section 1. P. 3)

- Teachers are paid using a [26-pay schedule](#) that starts with the first paycheck in September and running to the last paycheck in August.
- **New Teachers Salary Schedule**
 - New hires are paid in 27 pays instead of 26 beginning the last paycheck in August.
 - This is so they don't have to go for 6 weeks before getting paid.
 - Their second year, they go on the [26-pay schedule](#).

○ Attendance Stipend (Section 3.B. p. 3)

- \$500 if no more than 4 absences are taken
- FMLA / Bereavement absences do not count against
- Not right before or after a school break UNLESS documented
- Paid in the second pay in June

○ Teacher Retirement (Section 6. p. 4)

- The Board pays the teacher's portion of his/her Indiana State Teachers Retirement Fund contribution which is 3% of pay.

○ Mile Reimbursement for Traveling Teachers (Section 8. p. 4)

- Teachers who are assigned to more than one building in a single day and teachers who do homebound instruction
- [EACS Mileage Reimbursement rate](#)

○ State Mandated Criminal Background Checks (Section 9. p. 4)

- The District pays for the checks that must be done every five years.

○ Compensation for Class Coverage (Section 10. p. 5)

- Cover for when a sub is not available and causes:
 - Students to be added to your room
 - You miss your Special due to the Related Arts teacher not having a sub
 - You are "asked" to cover in the classroom
- ALL CBA members qualify (even if they do not have a prep or students assigned to them)
- Includes eLearning Days
- Must fill out [Compensatory Time Form Fi-22 Jan 2024](#).
- Current sub pay is \$100 per day. See [Compensatory Time Form Fi-22 Jan 2024](#) for rates (different secondary schools have different class period calculations, and elementary schools go by an hourly rate).

- **Compensation for helping a long-term sub or teacher on long-term leave (section 10 p. 5)**
 - First two weeks are not compensated* (NOTE: Teachers going on a long-term leave are expected to provide two weeks' worth of lesson plans.)
 - *Waiver of 10-day exception if starting off the school year helping or if the substitute was hired due to a last-minute resignation, termination, or leave of absence.
 - 15% of base salary daily rate per day until assignment is no longer needed
 - Do not currently have a form to fill out. Document work done and time spent.
 - Speak to principal and have him/her request the compensation PRIOR to starting
- **Dual Credit Stipend (Section 11. p. 5-6)**
 - First year of earned degree (or first year teaching any dual credit class) – One time stipend of \$2,500. May only receive this stipend once. Must provide paperwork by Oct. 15 of that year.
 - Each year a dual credit course is taught - One time stipend of \$1,000 for having a master's which qualifies a teacher to teach Dual Credit
 - Paid within 30 days of the end of the school year.
 - If hired in second semester, only earns half of stipend.
- **Special Ed Stipend – Intense Intervention and Emotional Disabled (Section 12. p. 6)**
 - Yearly stipend of \$1,500 paid 30 days after the end of the year.
 - For self-contained classes only
 - If hired in the second semester, only earns half of stipend.
- **Multi-Grade Elementary General Education Class (Section 13. p. 6)**
 - For "split" classrooms (i.e. 2nd / 3rd grade split)
 - Yearly stipend of \$1,500 paid 30 days after the end of the first semester.
 - Paid on a daily rate basis for the number of days teaching a split class

➤ Article VI Leave of Absence with Pay

- **Personal Illness Leave [sick days] (Section 2. p. 7)**
 - 10 new days each year
 - Accumulate up to 120
 - Used for personal illness, disability, medical appointment, or quarantine
 - Sick days do not have to be approved by administration. However, documentation of illness or appointment can be requested.
 - Days over 120
 - Compensated at 100% of sub pay per day into VEBA account (**Sub pay is currently is \$100 per day**)
 - Option to sell back to 90 days
 - Compensated at 100% of sub pay per day into VEBA account
 - Once a teacher sells back, cannot accumulate more than 90 sick days
 - Retiring teachers are only compensated for days over their maximum (90 or 120)
 - (Recommend selling back several years prior to retiring.)

- **Family Illness Days (Section 3. p. 8)**

- Three days each year (not part of personal sick days)
- Do not carry over or accumulate
- Use for:
 - illness, injury, medical appointment for a family member
 - spouse
 - child or parent (including in-law and step)
 - or person living in the teacher's household as part of the family
 - life-threatening injury/illness, hospitalization, or out-patient surgery of:
 - grandparent, grandchild, sibling (including in-law)
- If additional days are needed, teacher can use 10 personal sick days with approval.
- Not to be used to "babysit" or go on vacation with member who does not live in the household

- **Personal Business Days (Section 4. p. 8)**

- Three days each year
- Two days can carry over for a maximum of five days in a year
 - Days over maximum (5) not used are bought back at 100% sub pay into VEBA account.
- Personal days do not need approval from administration.

- **Bereavement Leave (Section 5. p. 8 – 9)**

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

- **Court Responsibilities (Jury Duty) (Section 6. p. 9)**

- Allen County does two groups:
 - A.M. – Put in for a sub, call Jury Hotline night before (5 p.m.)
 - If needed, go to jury duty.
 - If not needed, cancel sub and report to work
 - P.M. – Put in for $\frac{1}{2}$ day sub in PM, report to work in A.M, call Jury Hotline after 11 a.m.)
 - If needed, report to jury duty.
 - If not needed, stay at work. Sub will be reassigned.
- If paid for jury duty, the amount of payment will be deducted from teacher's pay

- **Adoptive Leave (Section 10. p. 10)**

- Five (5) days paid leave are given (does not deduct from personal or illness leave)
- Additional 5 sick days can be used
 - Must be used within 42 days of custody
 - Doesn't have to be consecutive

- **Parental Leave (Section 11. p. 11)**

- Non-childbearing parent shall use up to 10 sick days within a year of the birth of a child
 - These are deducted from accumulated sick leave
 - Includes surrogacy

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

- Donate one day
- *[From SLB Guidelines](#) – 60 SLB days per year, lifetime max 180 days
 - Must have one day unpaid before SLB days start
 - Information / forms for SLB can be found on the [EAEA website](#).

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

NOTE: General Provisions outline specifics for long-term leaves. If an unpaid leave is approved, the teacher may be placed in the same position held when the leave began if that position still exists and is still open, or to another open position within the teacher's licensure.

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

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

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

- **FMLA Leave**

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

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

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

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

- **VEBA** (account can be used when a teacher leaves EACS due to separation of employment or retirement for insurance premiums and medical costs)
- **All teachers have a VEBA account starting upon employment.**
 - For teachers hired after July 1, 1999, the District contributes \$650 per year
 - **VESTING** of EACS Board Contributions
 - Hired prior to July 1, 1999

- 30 years of EACS service OR eligible to retire according to INPRF (Age 50+ with 15 years in Indiana)
- If less than 30 years and younger than 50, lose VEBA if leave EACS
- Hired after July 1, 1999
 - 5 years of EACS service
- If total disability or death, 100% vested
- 100% VESTING for Attendance Compensation
 - Attendance Compensation (money contributed for unused personal days, unused sick days, and *Payment for Limited Use of Sick Leave in Final School Year* before Retirement) is 100% vested at the time the compensation is placed in the teacher's VEBA account.
 - Once a teacher retires or resigns from EACS, they can access this money to pay for medical expenses or insurance premiums even if they did not have 10 years in EACS.
- **Year of retirement (Section 5. p. 17)**
 - Sick days are not "bought back"
 - Retiree does get compensation into VEBA based on the number of days taken in the year of retirement (*Payment for Limited Use of Sick Leave in Final School Year*)
 - Compensated for days over maximum (90 or 120) at 100% of sub pay per day into VEBA

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

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

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

- New Hires are not compensated using this model
- The total amount of money available for compensation will be 53% of new money from the State Tuition Support
- Returning EACS teachers earn points:
 - 4 points – Evaluation: Not rated Improvement Needed or Ineffective
 - 1 point – Experience: Earned a year as defined by INPRS
 - 1 point – Content Area Additional Hours or Degrees (Education):
 - Earned an eligible master's degree
 - Successfully completed 3 hours of graduate credit **in the year of evaluation** in content area teacher currently teaches or approved by superintendent
 - 1 point – Academic Needs: Attain the National Board Certification OR Complete 30 PD hours
- The point's monetary value is determined by dividing the total amount of money available by the total number of points earned by all returning teachers.
- Base Salary Cap: \$84,700
 - If a teacher's points cause them to exceed the salary cap, the amount over \$84,700 will be paid as a one-time stipend in a 27th check paid on September 4, 2026.

- Literacy Endorsement: Teachers who add the Literacy Endorsement to their teacher license will receive a one-time additional \$300 to their base salary in the year of attainment.

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

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

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

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