2025-26 EACS Teacher Stipends & Benefits Overview

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 absences do not count against
    - Not right before or after a school break UNLESS documented (ex. Doctor's note)
    - 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.

  - **Mileage 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 in the situation of a termination, last-minute resignation, or long-term leave and no lesson plans were left.
  - 15% of base salary daily rate per day until assignment is no longer needed
    - Do not currently have a form to fill out. Document work done and time spent.
    - Speak to principal and have him/her request the compensation PRIOR to starting

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

- **Special Ed Stipend – Intense Intervention and Emotional Disabled (Section 12. p. 6)**
  - Yearly stipend of $1,500 paid 30 days after the end of the year.
  - For self-contained classes only
  - If hired in 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 year.
  - Paid on a daily rate basis for the number of days teaching a split class

➢ **<u>Article VI Leave of Absence with Pay</u>**

- **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 the administration. However, documentation of illness or appointment can be requested.
  - Days over 120
    - Compensated at 100% of lowest sub pay per day into VEBA account (Sub pay is currently $100 per day)
    - Option to sell back to 90 days
      - Compensated at 100% of lowest 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 because if you don't, this option is not available at time of retirement and you will lose out on the money.)

- **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, teachers 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

- **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

➢ **<u>Article VII – Sick Leave Bank (p. 11)</u>**
- 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.

- **<u>Article VIII Leave of Absence without Pay</u>**

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

    - **Childbearing/Childrearing (Section 2.B. 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 within the first six weeks 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
        - Both parents are eligible for this leave

    - **Adoptive Leave (Section 2.C. p. 13)**
        - Both parents are eligible
        - May begin with the placement of the child or before placement, if necessary, to fulfill placement of the child

    - **Illness in the Family (Section 2.D. p. 13)**
        - <u>May</u> be approved for the purpose of caring for a parent, spouse, brother, sister, son, or daughter
        - Must provide a signed statement from a physician indicating such need
        - May take up to one year

    - **Personal Illness (Section 2.E. p. 13)**
        - Use for recovering from a personal illness
        - Must provide a signed statement from a physician indicating such need

    - **FMLA Leave (Section 2.F. p. 13)**
        - 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.

- **<u>Article IX – Insurance (pp. 13 – 16)</u>**
    - Lines out types of insurance, Board Contributions, and Coverage
        - Medical / Rx, Dental, and Vision Care

- EACS Health Benefits Plan / Plan Description - Full Document
- Signature Care Insurance handled by PHP-TPA Services
  - PHP Member Portal or Customer Service 1-800-551-7334
- HSA account holders - UMP HSA
- FSA account holders - WEX Health Card System

For more detailed information on our medical, dental, and vision insurance plans, go to the EAEA website and click on the EACS Insurance Information button.

When you qualify to retire per the Indiana Teacher Retirement Fund, you can stay on the EACS Medical / Rx, Dental, and Vision group insurance until age 65 by paying the full premium. (This includes if you have less than 10 years of EACS service but qualify for TRF.)

- Group Life Insurance, Accidental Death & Dismemberment, and Long Term Disability
  - Guardian Group Plan Benefits Certificate Document for AD&D, LTD, and Life
  - EACS pays 100% of the premiums for these policies.
  - Teachers have a $25,000 LIfe Insurance policy.
  - Handled by Guardian Life . EACS Group ID: 00058337
    When you qualify to retire per the Indiana Teacher Retirement fund, you may continue on the group life insurance program until age 65 by paying the full premium. At age 65, the group insurance program may be converted to an individual policy.

- Voluntary benefits through Guardian Life. Group ID: 00054990
  - Additional Life insurance
  - Short term disability
  - Critical illness insurance
  - Accident insurance
  - Hospital indemnity insurance

Note: You also have free, complimentary Life Insurance through NEA. See details at the end of this document.

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

- 403(b) plan is provided through Empower.
  - This is a voluntary retirement plan where you can elect to have money deducted directly from your paycheck.
  - For more information, to the EACS website > Departments > Human Resources > Employee Benefits > 403(b) - Empower

- **VEBA**
  - Account may be used when you retire or resign from EACS to help pay for medical insurance premiums and medical costs.
  - All teachers have a VEBA account. See below for how to access your account.
  - VESTED

- Hired prior to July 1, 1999
    - These teachers had a buyout at the time the VEBA was established. This buyout was determined by the state at this time.
    - To be able to access the initial buyout contribution, a teacher must have:
        - 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, teacher loses this portion of the VEBA if they leave EACS
- Hired after July 1, 1999
    - EACS contributes $650 each year into the VEBA
    - To be able to access the yearly contributions made, a teacher must have at least 5 years of EACS service when they retire or resign.
- If total disability or death, 100% vested

- 100% VESTED at time of contribution
    - 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 5 years in EACS.
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        - **To access your VEBA account online**, you will log on to the Empower Retirement website by clicking here. (If you haven't Registered your VEBA account, click here. They will try to send a code to the phone number attached to the account. For many people, this number was an old landline from when they were first hired or from when EACS set up their account originally. If this happens to you, contact the EACS Business Office (Jill Watkins or Jamie Kirkman) and they can reset the phone number.

        - Security Benefits handles the reimbursements from your VEBA account. To request medical expense and premium reimbursement after you retire/resign, you will go to https://www.securitybenefit.com/plan/indiana-service-forms and select the *Download Reimbursement Claim Form* link.
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- **Year of retirement (Section 5. p. 17)**
    - Sick days are not "bought back" (**See information under **Article VI Leave of Absence with Pay** regarding selling back to 90. You MUST at least do this by the Sept of the year you are going to retire or you lose this option.)
    - Retiree does get compensation into VEBA based on the number of days taken in the year of retirement
    - Compensated for days over maximum (90 or 120) at 100% of sub pay per day into VEBA

        - If you qualify to retire per INPRS, you can retire from EACS and qualify for this benefit. (It does not matter how many years you worked in EACS.)
        - If you have less than 10 years of service in EACS, you will need to provide proof from INPRS that you qualify to retire before you can receive this contribution.

- **<u>Article XI Grievance Procedure (p. 17 – 19)</u>**
    - 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

- **<u>Appendix A – Compensation Model (p. 22 – 23)</u>**
    - 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 onSeptember 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.

- **<u>Appendix B – New Hire Salary Schedule (p. 24)</u>**
    - 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.

- **<u>Appendix C – Extra Duty Salary Grid (p. 25 – 28)</u>**
    - 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

NEA Complimentary Life Insurance -

As a member of EAEA, you have complimentary life insurance through NEA. The Complimentary Life Insurance policy coverage has four levels:

- $1,000 of life insurance
- Up to $5,000 of Accidental Death and Dismemberment (AD&D) coverage; $1,000 per year benefit up to maximum
- $50,000 AD&D benefit for any covered accident that occurs on the job or while serving as an Association Leader†
- $150,000 Life Insurance benefit for unlawful homicide while on the job

To see details on your policy, if you haven't registered for the insurance yet, or you want to see who is listed as a beneficiary, go to https://www.neamb.com/products/nea-complimentary-life-insurance.

If you need to register for the insurance, follow the directions on that page.

If you are already registered or not sure if you are registered, click on the "*Name Your Beneficiary*" button. (It will want you to log into your NEA Benefits online account. If you haven't done that yet, see info below.)

To register for an online NEA Member Benefits account, go to https://www.neamb.com/account/registration