

CONTRACT
BETWEEN

THE BOARD OF SCHOOL TRUSTEES
of the
BROWNSTOWN CENTRAL COMMUNITY SCHOOL CORPORATION

and

BROWNSTOWN CENTRAL CLASSROOM TEACHERS ASSOCIATION

THE MASTER CONTRACT ENTERED INTO THIS 11TH DAY OF NOVEMBER, 2019, BY THE BOARD OF SCHOOL TRUSTEES OF THE BROWNSTOWN CENTRAL COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD," AND THE BROWNSTOWN CENTRAL CLASSROOM TEACHERS ASSOCIATION, AN AFFILIATE OF THE INDIANA STATE TEACHERS ASSOCIATION AND THE NATIONAL EDUCATION ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION."

DEFINITIONS

Teacher – Any certified personnel employed by School Board, except superintendent, business manager, principals, assistant principals, and athletic directors.

School Board – Brownstown Central Community School Corporation Board.

Association – The Brownstown Central Classroom Teachers Association, affiliate of the Indiana State Teachers Association and the National Education Association.

ARTICLE I – RECOGNITION

- A.** The Board of Education of the Brownstown Central Community Schools recognizes the Brownstown Central Classroom Teachers Association as the exclusive representative of all certified personnel except superintendent, business manager, principals, assistant principals, and athletic directors in the Brownstown Central School Corporation.

ARTICLE II – PROFESSIONAL AND PERSONAL LEAVE

- A.** Sick leave, death in the family, and personal, emergency, or business leave shall be the same as provided in the Acts of the General Assembly of the State of Indiana except that twelve (12) sick leave days are granted per year, accumulative to 200 days for those employed on or before June 30, 2001, or 90 days for those employed on or after July 1, 2001, and three (3) personal leave days will be given per year. Personal days may be used to extend holidays or vacation periods if approved by the Superintendent. Following the death of an immediate family member and/or step-family member during the school year from the day of death, (5) working days without the loss of pay will be granted. The five days will be taken within the next 120 calendar days. The immediate family shall be defined as wife, husband, child, mother, father, sister, brother, father-in-law, mother-in-law, grandchild, son-in-law and daughter-in-law. Two days death leave will be granted for grandfather, grandmother, sister-in-law, brother-in-law, aunt, uncle, niece, nephew, grandfather-in-law, and grandmother-in-law or any person from whom the teacher has legal guardianship or custodianship, including step-family relationships.

Three (3) personal bereavement days shall be allowed each (school) year for anyone not listed as immediate family. These absences will be deducted from the employee's accumulated sick days.

- B.** Sick Leave Bank
 - 1. The purpose of the sick leave bank is to relieve its members from undue financial burdens due to absence from work on a long-term basis because of illness, injury, or incapacitation that would make their presence in school inadvisable.
 - 2. The Board will not contribute any days to the sick leave bank. Only members' actual days may be contributed to create the bank.

- a. Membership in the bank program will be open to all certificated school employees. A member shall be defined as a certificated school employee who has made a contribution of one day sick leave to the bank at the appropriate time of enrollment.
 - b. Membership shall be on an annual basis, and the employee must be actively serving his/her position at the time of enrollment to be eligible for membership.
 - c. A certificated school employee's enrollment in the sick leave bank shall continue from year to year.
3. The sick leave bank may only be used for illness of its members; no family privileges will be extended.
 - a. An individual member may not use more of the bank's days during his/her contract year than the total of his/her own accumulative sick leave for that contract year.
 - b. An individual member wishing to use the bank must wait at least three (3) working sick leave days without pay before use of the bank will be authorized; these days are not reclaimable from the bank.
4. Unused sick leave bank days will be carried over to the next school year. No contribution from continuing members will be needed if the number of days carried over is two (2) times the number of members. If the total number of sick leave days falls below (2) times the number of members, each member will be required to contribute one day to remain in the sick leave bank.
5. The sick leave bank shall be administered by a committee of three (3) members appointed by the president of the Association and three (3) members appointed by the superintendent. Each committee member shall be appointed for one (1) year and may be reappointed each succeeding year.
 - a. Subject to the conditions contained herein, any participating member who has exhausted his accumulated sick leave is eligible to apply to the sick leave bank committee for compensation for further absences from work during his/her current contract year.
 - b. The sick leave bank committee may grant, deny, or suspend grants of sick leave days from the bank. Its judgment or decision will be final.
 - c. Persons withdrawing sick leave days from the bank will not be required to replace these days.
6. Participation in the sick leave bank shall be voluntary.
 - a. Certificated school employees who wish to participate must notify the superintendent's office no later than October 1.
 - b. New certificated school employees hired after the beginning of school have the opportunity to enter the program within thirty (30) calendar days after date of hire.

7. The Association shall receive a copy of the sick leave bank membership list as soon as is practicable after it is prepared.

- C. **Sickness in the family:** Days needed for sickness in the family may be deducted from the teacher's accumulated sick days. Family and/or step-family members will be designated as spouse, parent, father-in-law, mother-in-law, child, brother, sister, brother-in-law, sister-in-law, grandchild, or any person for whom the teacher has legal guardianship or custodianship.
- D. Teachers who do not use three (3) personal leave days in any year may accumulate personal leave days up to five (5) days and carry the remaining unused days over as sick leave days to be used in addition to any sick leave days accumulated or the teacher may choose to be paid the prevailing licensed substitute pay for each unused personal leave day. The amount will be paid by the second pay day after the end of school. A request for personal leave should be made as far in advance as possible.
- E. **Jury Duty Leave -** When a teacher serves on jury duty, the school employer shall pay the teacher his/her full salary less all the pay received by the teacher for serving on jury duty other than mileage. These same provisions also apply to any teacher who is subpoenaed as a witness in any civil or criminal court proceeding.
- F. The Board may grant a teacher one day leave with pay for the purpose of school visitation outside of the Brownstown Central Community School Corporation district. Prior approval must be obtained from the school principal one week in advance of the visitation. Compensation for such leave will include regular daily compensation and mileage.
- G. The president or his or her designee may be released from his or her normally assigned duties without loss of pay, sick leave, or personal leave for five (5) days during the school year. Such time shall be used only in increments of one full school day and the Board shall be notified of intent to take an Association day not less than twenty - four (24) hours prior to the time of the absence and use is not to exceed two (2) teachers in one (1) day. The Association shall reimburse the Board for the cost of the substitute to cover any such absence.

ARTICLE III – SUPPLEMENTAL RETIREMENT

- A. This Section (items 1-5) applies to teachers employed before June 30, 2001.
 - 1) The teacher shall receive an amount equal to \$150.00 for each year of service in the Brownstown Central Community School Corporation. To be eligible for such amount, a teacher must be 55 years or older or have 20 years of teaching service before the date set for retirement. This amount shall be paid from a 457(b) Plan. As a professional courtesy, the teacher must submit to the superintendent of schools a letter of resignation on or

before March 1 of the teacher's last contracted year of service. The retirement will be announced at the next scheduled Board of School Trustees meeting.

- 2) This Section applies to teachers employed before June 30, 2001. If the teacher meets all the requirements in A above, the retiring teacher shall receive an additional amount equal to \$50.00 for each unused sick day he or she has accumulated. This amount shall be paid from a 457 Plan.
- 3) The maximum amount that may be paid under A and B above is \$16,000.
- 4) This Section applies to teachers employed before June 30, 2001. If the teacher retires between the ages of 55 and the age of eligibility for Medicare, with 20 or more years of teaching service at Brownstown Central Community School Corporation, the teacher shall receive \$3,250 per year to apply to the purchase of the health insurance plan. The retired teacher shall receive life insurance in the amount of \$75,000, up to the age of 65. These amounts shall be paid from a 501(c) (9) trust.
- 5) Teachers employed on or before June 30, 2001, shall receive a contribution to a 401(a) plan account that matches what the teacher deposited to a 403(b) arrangement at the end of the school year. However, the matching contribution shall not exceed .5% of the teacher's schedule amount for that school year.

B. This Section (items 1-4) applies to teachers employed on or after July 1, 2001:

1. The teacher shall receive a deposit to a 401(a) plan account at the end of each school year equal to the following:

If at the end of the school year the teacher has accumulated 90 or more sick days and has not used for that school year:

	<u>Deposited Amount</u>
10 or more days	\$400
7 to 9 days	\$250
4 to 6 days	\$150
less than 4	\$ -0-

2. A teacher shall receive a deposit of \$50 to a 401(a) plan account at the end of each school year.
3. The teacher shall receive a contribution to a 401(a) plan account that matches what the teacher deposited to a 403(b) arrangement at the end of each school year. However, the matching contribution shall not exceed 1.0% of the teacher's schedule amount for that school year.
4. This 401(a) account shall be vested after five (5) years of service with the school corporation.

- C. The Board will pay to the Indiana Public Retirement System (INPRS) the teacher's three percent (3%) contribution obligation to INPRS. A teacher's gross wages will include all or any of the following:
1. The teacher compensation amounts schedule (Appendix C)
 2. The ECA Schedule (Appendix B)
 3. Any additional pay for extended contract days or assignments to the extent allowed by law.

ARTICLE IV – PROFESSIONAL COMPENSATION

- A. The base salaries of teachers covered by this contract are reflected in Appendix A, the Teacher Pay Step Schedule. The salary range is \$40,000-\$75,000.

B. New Hires

A newly hired teacher's beginning salary is determined by his or her degree and experience on the Teacher Pay Step Schedule, Appendix A. After consultation with the Association President, the Superintendent will place the teacher to a step comparable with the degree, license, and experience of the new hire in relation to the Teacher Pay Step Schedule as shown in Appendix A.

1. Hard To Fill Position

- a. A "hard to fill position" occurs whenever a vacancy for a teaching position is posted and either zero applicants respond or the responding applicants are deemed unqualified to fill the position.
- b. Whenever the Superintendent determines that a vacant teaching position meets the criteria of being "hard to fill", the Superintendent shall notify the President of the Association. Upon notification, the Superintendent has the exclusive authority and discretion to seek a qualified person for the hard-to-fill position. The newly hired teacher's beginning salary will be determined by his or her degree and experience on the Teacher Pay Step Schedule, Appendix A. After consultation with the Association President, the Superintendent will place the teacher to a step comparable with the degree, license, and experience of the new hire in relation to the Teacher Pay Step Schedule as shown in Appendix A. The Superintendent shall have discretion to place a teacher hired for a hard-to-fill position up to \$2,000 above the salary step reflective of such teacher's degree and experience. In addition, the Superintendent shall have discretion to grant a one-time stipend payment of up to \$2,000 to a teacher hired for a hard-to-fill position, and the stipend will be payable in one separate pay item on the first pay date of the contract year for which the teacher was hired.

C. Compensation Model

1. General Eligibility

- a. To be eligible for a salary increase in the current year a teacher:
 - i. Must have received a Highly Effective or Effective evaluation rating for the prior year.
 - ii. Must have been employed as under a teacher contract by the corporation for at least 120 days in the prior school year
 - A. Teachers in their first two full years of instructing students are exempt from the evaluation rating eligibility requirement and are eligible for a salary increase regardless of their evaluation rating in the prior school year.
- b. Factors and Definitions
 - i. Evaluation rating – The teacher received a Highly Effective or Effective evaluation rating for the prior year.
 - ii. Possess a content area Master’s degree – The teacher earned Master’s degree in a content area as defined by the Indiana Department of Education after January 1, 2018.
 - iii. Reduce the gap years of experience – Teachers in rows A-L receive this full increase; teachers in row M-V receive half of this increase and teachers in rows W-CCC (BA/BS) and W-BBB (MA/MS) do not receive this increase. This differentiation based on years of experience is to reduce the gap between the minimum and average teacher salary amounts within the overall salary range.

c. Distribution

Advancing on the Salary Schedule (See Teacher Pay Step Scale attached as Appendix A)

- i. A teacher in the Bachelor’s column who satisfies the evaluation rating but does not possess a content area Master’s degree will advance a row in the Bachelor’s column based on evaluation (\$500) and the reduce the gap experience increase (\$500, \$250, or \$0, see Appendix A)
- ii. A teacher in the Master’s column who satisfies the evaluation rating will advance a row in the Master’s column based on evaluation (\$500) and the reduce the gap experience increase (\$500, \$250, or \$0, see Appendix A)
- iii. A teacher in the Bachelor’s column who satisfies the evaluation rating and is in the first year of possessing a content area Master’s degree (completed after January 1, 2018) will advance a row based on evaluation (\$500) and the reduce the gap experience increase (\$500, \$250, or \$0) *and* will advance to the Master’s column \$500 increase for first year of possessing this content area degree. The compensation for

obtaining a content area master's degree is \$1,500. In the event the advancement on the pay schedule does not meet \$1,500, the difference will be paid in a yearly stipend. This stipend will be a one-time lump sum payment awarded by the end of the calendar year.

iv. A teacher who has reached row CCC on the Bachelor's column or BBB on the Master's column will not receive an increase to his or her base salary.

v. The total available salary increase is \$1,500. \$500 is for evaluation rating, up to \$500 is for the reduce the gap experience increase and \$500 is for the first year of possessing a content area Master's degree. (Education = 33.3% of the increase)

d. Redistribution

Any funds otherwise allocated for teachers who were rated Ineffective or Improvement Necessary will be equally redistributed to all teachers rated Effective or Highly Effective. The redistribution will be in the form of a stipend that will be paid at the end of the contract year.

e. While the parties anticipate ongoing use of this compensation model, the parties acknowledge that if sufficient funding is not available to fund the operation of this model in a particular year, then movement on the salary schedule will not occur and contract salary provisions will be negotiated for that year as required by Indiana law.

f. Reduce the gap salary increases under this agreement result in the following:

2017-2018 Salary range	\$38,519-\$74,962
2017-2018 Average salary	$(\$38,519+74,962)/2=\$56,740.50$
2017-2018 Gap	$\$56,740.50-\$38,519=\$18,221.50$
Current salary range	\$40,000-\$75,000
New Average salary	$(\$40,000+\$75,000)/2=\$57,500$
New Gap	$\$57,500-\$40,000=\$17,500$
Amount gap has been reduced	$\$18,221.50-\$17,500=\$721.50$

As a result of the salary increase for the experience factor, the gap has been reduced by \$721.50.

D. Compensation

1. Teachers are paid in 24 equal payments. A pay schedule is provided indicating the dates of payment for all 24 pays of the 2019-2020 contract period. Newly hired teachers may elect to be paid in 26 equal payments for their first year of employment with the corporation. All teachers are paid via Direct Deposit only.
2. For 2019-2020, the parties have bargained that there will be no base salary increase.

E. Teachers involved in ECA are compensated without deviation in accordance with the provisions of this contract. (Appendix C)

F. The Board provides direct deposit of payroll checks to financial institutions of his or her choice duly authorized by the teacher.

1. A teacher who has a separation from service within the meaning of Section 409A of the Internal Revenue Code for any reason (including resignation, retirement, termination or death) is paid all salary earned but unpaid on the next scheduled pay date.

G. TUITION REIMBURSEMENT – After a teacher has taught in the Brownstown Central Community School Corporation for one year, he or she will be eligible for a tuition reimbursement of an amount up to \$2,100.00 for successful completion of 3 hours of course work per year. If a teacher takes more than 3 hours of approved work in any one year, the additional hours may accumulate so that he or she will be reimbursed for tuition for a maximum of three more years. This work must be pre-approved by the superintendent or his designee and be either in Content Area Credentialing, Advance Placement requirements, Administration degree, or Master’s Degree. This reimbursement, upon providing supporting documentation (proof of paid tuition bill and proof of course completion) will be a one-time lump sum payment provided in September of the following year. If the teacher leaves before the end of the contract year, the teacher will reimburse the tuition reimbursement paid for that contractual year. The minimum number of approved hours of credit to receive this benefit for any year is three hours. No teacher rated Ineffective or Needs Improvement is eligible to receive this benefit the following year.

H. Teachers mandated to attend conference/training session(s) to maintain corporation’s curriculum certification outside school day hours AND who have performed 15 hours of work during the most recent fall break (either by being physically present for 15 hours or completing tasks from list provided by building principal) will receive \$30/hr. compensation for scheduled conference time that is approved by the superintendent.

I. The Board retains the right from time to time to create such additional positions on the extracurricular activities table as it deems appropriate, provided that the extra pay for each

position be negotiated with the Association. Positions on the extracurricular activities table may also be proposed by the Association.

- J. DUAL CREDIT/ADVANCED PLACEMENT STIPEND** - Credentialed instructors teaching dual credit and advanced placement courses will receive a yearly stipend of \$500.00. This stipend will be a one-time lump sum payment awarded on the last scheduled pay of the current contract.
- K. CRIMINAL HISTORY CHECK** - Each employee of the Brownstown Central Community School Corporation is required to undergo a criminal history check every five (5) years. The Board agrees to reimburse employees the cost of any and all criminal history checks and expanded child protection index costs that are required by the school corporation or per IC 20-26-5-10.

ARTICLE V – INSURANCE PROTECTION

A. The Board’s health insurance contributions are:

2019-2020

For a single plan	\$6,750.00 annually
For a family plan	\$8,900.00 annually

The Board and the Association will mutually agree on plan designs but not on the insurance provider.

- B.** The Board provides all teachers with a long-term disability insurance policy. The policy must include a level of coverage of two-thirds of contracted salary with a waiting period of no more than 90 calendar days.
- C.** The Board provides each teacher who does not elect to have health insurance an additional \$1,500.00 per year that may be applied to the purchase of one or a combination of the following qualified benefits from American Fidelity Assurance Co.:
 - 1. Short-term disability
 - 2. Cancer Protection
 - 3. Life insurance
 - 4. Accident
 - 5. Hospitalization
 - 6. Critical Care
 - 7. Dental
 - 8. Taxable cash option
- D.** The Board provides each teacher with a \$75,000.00 Group Term Life Insurance policy. This policy will include double indemnity for accidental death.

E. The benefits provided to employees by Section 125 of the Revenue Act of 1978 are made available to any bargaining unit member so requesting. An amount not to exceed \$25,000 may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical, long-term disability, short-term disability, Section 79 life, non-reimbursed medical, Health Savings Account and dependent care. All administration fees are paid by the Board.

ARTICLE VI – EFFECT OF THE AGREEMENT

- A. This agreement supersedes and cancels all previously bargained agreements between the Board and the Association and is subject to change only by agreement of both parties. The agreement shall be effective with contracts beginning July 1, 2019, and shall continue in full force and effective until June 30, 2020.

APPENDIX A: Teacher Pay Step Schedule

APPENDIX B: Teacher Compensation Table

APPENDIX C: ECA Salary Table 2019-2020

This agreement is certified as indicated by signatures of Board Members and Negotiating members of the Brownstown Central Classroom Teachers Association.

The CBA was ratified by the CTA on 10/9/2019 and the Board Members ratified on 10/24/19.

TEACHER ASSOCIATION

By Melanie Preston
Melanie Preston, Chairperson

By Paula Workman
Paula Workman, BCCTA President

By Angie Sibrel
Angie Sibrel, Committee Member

By John Lawson
John Lawson, Committee Member

By Corey Lanier
Corey Lanier, Committee Member

By Bethany Brewster
Bethany Brewster, Committee Member

BCCSC SCHOOL BOARD

By Scott Shade
Scott Shade, President

By Gina Hackman
Gina Hackman, Vice President

By Bradie Hall
Bradie Hall, Secretary

By Brian Wheeler
Brian Wheeler, Board Member

By Mary Lou Burcham
Mary Lou Burcham, Board Member

By Daniel Hall
Daniel Hall, Board Member

By Clayton Beard
Clayton Beard, Board Member

APPENDIX A
Teacher Pay Step Schedule

Compensation Model			
Row	BD	MD	
A	\$ 40,000	\$ 40,500	
B	\$ 41,000	\$ 41,500	
C	\$ 42,000	\$ 42,500	1000
D	\$ 43,000	\$ 43,500	Down
E	\$ 44,000	\$ 44,500	(\$500
F	\$ 45,000	\$ 45,500	Eval. +
G	\$ 46,000	\$ 46,500	\$500
H	\$ 47,000	\$ 47,500	Reduce
I	\$ 48,000	\$ 48,500	The Gap
J	\$ 49,000	\$ 49,500	Exp.)
K	\$ 50,000	\$ 50,500	
L	\$ 51,000	\$ 51,500	
M	\$ 51,750	\$ 52,250	
N	\$ 52,500	\$ 53,000	750
O	\$ 53,250	\$ 53,750	Down
P	\$ 54,000	\$ 54,500	(\$500
Q	\$ 54,750	\$ 55,250	Eval. +
R	\$ 55,500	\$ 56,000	\$250
S	\$ 56,250	\$ 56,750	Reduce
T	\$ 57,000	\$ 57,500	The Gap
U	\$ 57,750	\$ 58,250	Exp.)
V	\$ 58,500	\$ 59,000	
W	\$ 59,000	\$ 59,500	
X	\$ 59,500	\$ 60,000	
Y	\$ 60,000	\$ 60,500	
Z	\$ 60,500	\$ 61,000	
AA	\$ 61,000	\$ 61,500	
BB	\$ 61,500	\$ 62,000	
CC	\$ 62,000	\$ 62,500	
DD	\$ 62,500	\$ 63,000	
EE	\$ 63,000	\$ 63,500	
FF	\$ 63,500	\$ 64,000	
GG	\$ 64,000	\$ 64,500	
HH	\$ 64,500	\$ 65,000	
II	\$ 65,000	\$ 65,500	
JJ	\$ 65,500	\$ 66,000	500
KK	\$ 66,000	\$ 66,500	Down
LL	\$ 66,500	\$ 67,000	(\$500
MM	\$ 67,000	\$ 67,500	Eval. + \$0
NN	\$ 67,500	\$ 68,000	Reduce
OO	\$ 68,000	\$ 68,500	The Gap
PP	\$ 68,500	\$ 69,000	Exp.)
QQ	\$ 69,000	\$ 69,500	
RR	\$ 69,500	\$ 70,000	
SS	\$ 70,000	\$ 70,500	
TT	\$ 70,500	\$ 71,000	
UU	\$ 71,000	\$ 71,500	
VV	\$ 71,500	\$ 72,000	
WW	\$ 72,000	\$ 72,500	
XX	\$ 72,500	\$ 73,000	
YY	\$ 73,000	\$ 73,500	
ZZ	\$ 73,500	\$ 74,000	
AAA	\$ 74,000	\$ 74,500	
BBB	\$ 74,500	\$ 75,000	
CCC	\$ 75,000		

Appendix B
Teacher Compensation Table

Current Employees			
<u>Emp. #</u>	<u>Step</u>	<u>19-20</u>	<u>Ext. Days*</u>
8222	A	\$40,000	
8141	A	\$40,000	
8239	A	\$41,000	
8217	A	\$40,500	
8224	B	\$41,000	
8135	B	\$41,000	
6676	B	\$41,000	
1591	B	\$41,000	
6652	B	\$41,000	
1590	B	\$41,000	
1581	B	\$41,000	
8223	C	\$42,000	
2150	C	\$42,000	
6604	C	\$42,000	
1579	C	\$42,000	
3278	C	\$42,000	
6407	C	\$42,000	
1320	C	\$42,000	
1578	C	\$42,000	
8246	D	\$43,000	
8233	D	\$43,000	
3274	D	\$43,000	
1569	D	\$43,500	
2099	E	\$44,000	
2134	F	\$45,000	
8132	F	\$45,500	
1382	G	\$46,500	\$2,514
1300	I	\$48,000	
1266	J	\$49,000	
2137	K	\$50,500	\$6,824
1351	L	\$51,000	
3185	L	\$51,000	
1369	L	\$51,500	
3150	M	\$51,750	
1370	N	\$53,000	
3271	N	\$53,000	
1380	N	\$53,000	

2140	P	\$54,500	
1376	P	\$54,500	
1357	P	\$54,500	\$2,946
1191	R	\$55,500	
3209	R	\$55,500	
1353	R	\$56,000	\$4,238
8237	S	\$56,750	
6369	S	\$56,750	
1288	S	\$56,750	
1332	T	\$57,500	
1268	T	\$57,500	
2112	T	\$57,500	
1580	U	\$58,250	
1374	W	\$59,000	
2113	W	\$59,500	
2151	Z	\$61,000	
8179	AA	\$61,500	
2135	AA	\$61,500	
1281	AA	\$61,500	
3160	AA	\$61,500	
3175	AA	\$61,500	
3147	FF	\$64,000	\$6,573
1178	GG	\$64,500	
1139	GG	\$64,500	
1116	JJ	\$66,000	
2123	JJ	\$66,000	
2068	JJ	\$66,000	
3134	MM	\$67,500	
1128	MM	\$67,500	
1110	MM	\$67,500	
2051	MM	\$67,500	
1146	MM	\$67,500	
2046	OO	\$68,500	
1030	OO	\$68,500	
1129	PP	\$69,000	
1120	PP	\$69,000	
1189	RR	\$70,000	
3145	UU	\$71,500	\$15,073
3023	UU	\$71,500	
3149	VV	\$72,000	
3193	XX	\$73,000	

1098	XX	\$73,000	
1048	XX	\$73,000	
1071	YY	\$73,500	
1574	AAA	\$74,500	
3035	AAA	\$74,500	
3108	AAA	\$74,500	
3074	AAA	\$74,500	
3019	AAA	\$74,500	\$16,108
3071	AAA	\$74,500	
3095	AAA	\$74,500	
3025	AAA	\$74,500	
1235	AAA	\$74,500	
2013	AAA	\$74,500	
1028	BBB	\$75,000	
1047	BBB	\$75,000	
3089	BBB	\$75,000	
3090	BBB	\$75,000	

***Extended days are provided for information purposes only**

ECA Salary Table 2019-2020

<u>ECA Schedule</u>	Base	40,265
	Index	Salary
Academic Coaches - High School		
Academic Team Coordinator - HS	0.01	403
English	0.02	805
Social Studies	0.02	805
Math	0.02	805
Science	0.02	805
Fine Arts	0.02	805
Science Olympiad	0.02	805
Spell Bowl	0.02	805
Maverick Challenge Coordinator---High School	0.02	805
Academic Coaches - Middle School		
Odyssey of the Mind	0.03	1208
Spell Bowl	0.02	805
Super Bowl	0.03	1208
Robotics Coordinator----Middle School	0.03	1208
Academic Coaches - Elem. School		
Odyssey of the Mind	0.03	1208
Elementary Spell Bowl	0.015	604
Elementary Math Bowl	0.015	604
Dyslexia Coordinator	0.02	805
GIRLS' COACHING		
Basketball (Head)	0.21	8456
Asst. Varsity Basketball	0.075	3020
Jr. Varsity Basketball	0.11	4429
Ninth Grade Basketball	0.08	3221
Middle School Basketball	0.07	2819
Middle School Basketball	0.07	2819
Sixth Grade Basketball	0.06	2416
Fifth Grade Basketball	0.04	1611
Fourth Grade Basketball	0.025	1007
Summer Basketball	0.08	3221
Summer Asst. Basketball	0.08	3221
Track (Head)	0.1	4027
Asst. Track	0.05	2013
Asst. Track	0.05	2013
Asst. Track	0.05	2013
Asst. Track	0.05	2013
Volleyball (Head)	0.15	6040

Asst. Varsity Volleyball	0.075	3020
Jr. Varsity Volleyball	0.1	4027
Freshman Volleyball	0.07	2819
Middle School Volleyball	0.04	1611
Middle School Volleyball	0.04	1611
Middle School Volleyball	0.04	1611
Fifth Grade Volleyball	0.04	1611
Summer Volleyball	0.05	2013
Summer Asst. Volleyball	0.04	1611
Tennis	0.1	4027
Middle School Tennis	0.02	805
Golf	0.1	4027
Cross Country	0.1	4027
Softball	0.1	4027
Assistant Softball	0.05	2013
Spring Elementary Basketball	0.03	1208
Spring Elementary Basketball Assistant	0.03	1208
Summer Half Assistant Basketball	0.04	1611
BOYS' COACHING		
Basketball (Head)	0.21	8456
Asst. Varsity Basketball	0.075	3020
Jr. Varsity Basketball	0.11	4429
Ninth Grade Basketball	0.08	3221
Eighth Grade Basketball	0.07	2819
Seventh Grade Basketball	0.07	2819
Sixth Grade Basketball	0.06	2416
Fifth Grade Basketball	0.04	1611
Fourth Grade Basketball	0.03	1208
Summer Basketball	0.08	3221
Summer Asst. Basketball	0.08	3221
Summer Half Asst. Basketball	0.04	1611
Track (Head)	0.1	4027
Asst. Track	0.05	2013
Asst. Track	0.05	2013
Asst. Track	0.05	2013
Asst. Track	0.05	2013
Baseball (Head)	0.1	4027
Asst. Baseball	0.05	2013
Summer Baseball	0.02	805
Summer Asst. Baseball	0.01	403
Freshman Baseball	0.05	2013

Football (Head)	0.15	6040
Football Camp	0.06471	2606
Asst. Football	0.05	2013
Asst. Football	0.05	2013
Asst. Football	0.05	2013
Asst. Football	0.05	2013
Asst. Football	0.05	2013
Asst. Football	0.05	2013
Spring Elementary Football	0.03	1208
Spring Elem. Asst. Football	0.03	1208
Summer Football (Head)	0.07	2819
Summer Asst. Football	0.05	2013
Summer Asst. Football	0.05	2013
Summer Asst. Football	0.05	2013
Summer Asst. Football	0.05	2013
Summer Asst. Football	0.05	2013
Summer Asst. Football	0.05	2013
Summer Asst. Football	0.05	2013
Lines - Statistics	0.02	805
Golf	0.1	4027
Middle School Golf	0.02	805
Cross Country	0.1	4027
Middle School Cross Country	0.02	805
Tennis	0.1	4027
Middle School Tennis	0.02	805
Varsity Wrestling	0.1	4027
Assistant Wrestling	0.06	2416
Middle School Wrestling	0.05	2013
Spring Elementary Basketball	0.03	1208
Spring Elementary Basketball Assistant	0.03	1208
OTHER		
Drill Team	0.03	1208
Cheerleader Sponsor	0.05	2013
Asst. Cheerleader Sponsor	0.03	1208
Asst. Cheerleader Sponsor	0.03	1208
M.S. Cheerleader Sponsor	0.03	1208
Plays - Middle School	0.02	805
Plays - High School	0.03	1208
Musical Director	0.1	4027
Asst. Musical Director	0.06	2416
Middle School Athletic Director	0.08	3221
Junior Prom Coordinator - high school	0.011	443

Jr. Class Concession Stand Coordinator - HS	0.03	1208
Yearbook - Middle School	0.03	1208
Yearbook - High School	0.06	2416
Newspaper - High School	0.05	2013
Intramurals	0.06	2416
Winter Weight Training	0.05	2013
Summer Weight Training	0.05	2013
Girls' Summer Weight Training	0.05	2013
Ticket Manager	0.05	2013
Football Ticket Manager	0.0125	503
Newspaper - Middle School	0.02	805
Summer Yearbook - High School	0.02	805
Yearbook - Elementary	0.02	805