MASTER CONTRACT BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE LAFAYETTE SCHOOL CORPORATION AND THE LAFAYETTE EDUCATION ASSOCIATION

~~2025-2026~~ 2026-2027

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MASTER CONTRACT BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE LAFAYETTE SCHOOL CORPORATION AND THE LAFAYETTE EDUCATION ASSOCIATION

ARTICLE I
DEFINITIONS

A. The term "School Corporation," when used in this Contract, shall refer to the Lafayette School Corporation of the County of Tippecanoe of the State of Indiana.

B. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.

C. The word "Master," as used in this Contract, is hereby defined to mean "collectively-bargained."

D. The term "superintendent" shall refer to the superintendent or the superintendent's designee.

ARTICLE II
RECOGNITION

A. The Board of School Trustees, on September 7, 1973, did recognize the Lafayette Education Association, Inc., an affiliate of the Indiana State Teachers Association and the National Education Association, as the exclusive representative of all certified employees as defined in IC 20-29, in the Lafayette School Corporation of Tippecanoe County, Indiana, except for the Central Office Administration Personnel, Administrative Assistants, Principals, Assistant Principals, High School Athletic Director, Attendance Officers, Substitute Teachers, Non-Certificated Employees, and all Certificated Employees appointed by the School employer to an “acting” capacity in any of the above positions.

B. Any disagreement regarding the status of a position added to the above list shall be resolved through the use of a bargaining unit determination hearing.

ARTICLE III
EFFECT OF CONTRACT

A. SUPREMACY. Any individual Contract between the Board and an individual member of the bargaining unit shall be made subject to this Contract. If any such individual Contract made during the term of this Contract contains any language inconsistent with this Contract, this Contract shall prevail.

B. CONFLICTS. The parties agree that this Contract shall supersede any rules, regulations, or practices of the Board which are contradictory or inconsistent with the terms of this Contract.

C. SEVERANCE. If any provisions of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

D. AMENDMENTS. Any amendment or agreement adding to, subtracting from, or supplemental to, this Contract shall not be binding upon either party unless it is executed in writing by each of the parties hereto.

ARTICLE IV
LEAVES OF ABSENCE

A. PERSONAL LEAVE.

1. At the beginning of each school year, or upon employment, each teacher under contract shall be granted three (3) days of personal leave per school year without loss of pay provided that the following conditions are met:

   a. When the leave requested is the day before or after a holiday, vacation, or school break, it may only be used for matters which cannot reasonably be scheduled outside of school hours.

   b. When personal leave can be anticipated, the teacher must notify the Superintendent or his designee in writing at least two (2) days prior to the leave.

      When such leave cannot be reasonably anticipated, the teacher must orally notify the Superintendent or his designee as soon as reasonably possible and, upon return, submit a written confirmation of the leave taken.

   c. The application for personal leave must include only a general reason and a general statement of the necessity of the leave, except when such leave is requested before or after a holiday, vacation, or school break, then such application must state the specific reason and the specific necessity for the requested leave unless the reason is of a personally intimate or private nature, in which case it may be stated in general terms; provided that such statement shall be sufficiently descriptive to permit the Board's representative to make a determination as to whether a leave request complies with the requirements of this Article. The Board shall act on all requests for personal leave before or after a holiday, vacation, or school break, within five (5) days of the date the teacher delivers the request to the building principal. Any such request not acted upon within five (5) days of delivery shall be deemed approved.

2. Personal leave days which are not used during the school year in which such days were granted shall be accumulative to a total of five (5) days. Any additional unused personal leave days shall be transferred to the teacher's sick leave account for accumulation and use as sick leave in accordance with the sick leave provisions of this Contract.

3. Teachers shall be allowed to accumulate up to a total of five (5) personal leave days. Any days that would push the total above five (5) would be transferred to the teacher's sick leave account.

B. SUMMER SCHOOL PERSONAL LEAVE. Each summer school teacher shall be granted one (1) summer school day of personal leave during the summer term worked by such teacher.

1. This leave is subject to the same conditions and rules which are set out in the personal leave section of this Contract.

2. Absence under this section from one (1) day of summer school duties shall constitute usage of the full "summer school personal leave day" granted under this Contract.

3. Any full “summer school personal leave day” which is not used during the summer term in which such day accrued shall be transferred to the teacher's sick leave account for accumulation and use as sick leave in accordance with the sick leave provisions of this Contract and shall be deemed for the purposes of such transfer to have been a full personal leave day accrued during the regular school year and not used during such year, rather than, for example, to have been two-thirds of a regular personal leave day.

C. SICK LEAVE. Teachers shall be entitled to sick leave as follows:

1. ENTITLEMENT. At the beginning of each school year, or upon employment, each teacher under Contract shall be entitled to be absent from work because of personal illness or quarantine for a total of eleven (11) days during the first year of employment with the School Corporation and eleven (11) days for each succeeding year without loss of compensation.

2. OTHER CORPORATIONS. In addition, if the teacher (1) was employed at another School Corporation in this or any other state, (2) accumulated one (1) or more days of sick leave at such other corporation, and (3) thereupon became employed by the Lafayette School Corporation, then for the second year and each succeeding year of employment with the Lafayette School Corporation, there shall be added up to twelve (12) days of sick leave until the number of accumulated days to which the teacher was entitled in the previous place of employment reaches sixty (60) days or is exhausted, whichever is less. Then, any days that exceed sixty (60) days can be transferred at the rate of six (6) days per year until they are all transferred. Such transfer of days shall be made provided the teacher has not been paid for the value of such sick leave days by his or her previous employer.

3. SUMMER SCHOOL ENTITLEMENT. Each teacher shall also be entitled to be absent from work because of personal illness or quarantine for a total of two (2) days during each summer of summer school employment. Any such day which is not used during the

summer term in which it accrued shall be transferred to the teacher's accumulated sick leave account as if such day had accrued during a regular school year and shall be allowed to accumulate along with regular sick leave days until the maximum sick leave accumulation under this Contract is reached. Sick leave days which have accumulated during the regular school year may be used for summer school illness at a rate such that one (1) summer school day of absence shall be equal to two-thirds (2/3) of a regular school year accumulated day.

4. SICK LEAVE USAGE. Any teacher may use sick leave days for such teacher's medical and dental appointments, provided that a bona fide effort shall be made to schedule all such appointments at times other than during school hours.

5. ACCUMULATION. If in any one school year the teacher shall be absent under the sick leave provision of this Contract for less than the number of days which such teacher has accrued during such year, the remaining days shall be accumulative to a total of two hundred and fifty (250) days. Unused sick leave days which the teacher received during summer school shall be added into such accumulation in calculating the said two hundred and fifty (250) days.

6. ADDITIONAL SICK LEAVE BENEFIT. Teachers who are contracted to work for more days than the normal school year shall be entitled to additional sick leave benefits directly proportional to the additional time the teacher works for the Corporation beyond the normal school days of the regular school year.

D. SICK LEAVE BANK. A sick leave bank shall be constituted as follows:

1. Each qualified individual shall, upon being credited by the School Corporation with any sick leave days, contribute one (1) of such sick days received to the Sick Leave Bank Account and shall similarly contribute additional days, but no more than one (1) each year, in subsequent years as required by this Contract. To effect such contributions, the School Corporation shall note upon the appropriate record or records of each such individual the deduction of one (1) sick leave day to be contributed to the sick leave bank.

2. Days which are thus placed in the sick leave bank shall, if unused, accumulate from school year to school year to a maximum of three thousand (3000) days.

3. Following the initial contributions hereunder, contributions of one (1) day each school year shall be made by each qualified individual in the Corporation at the beginning of each school year subsequent to 1976-77. The School Corporation shall in no event be required to deduct from the sick leave accounts of any individual, for contribution to the sick leave bank, any fractional days, nor shall it be required to deduct from the accounts of some qualified individuals but not others.

4. The Association shall have the full right and responsibility to promulgate the rules and regulations governing use of such sick bank days and to administer such bank, except as restricted by this Collectively Bargained Contract or by applicable law.

5. Rules and regulations governing use of such sick leave bank days, which rules and regulations shall be promulgated by the Association, shall be in writing. The Association shall provide a copy of such rules and regulations to any qualified individual upon reasonable request, shall provide a copy (including any updated editions) of such rules and regulations to the Superintendent of Schools within a reasonable time after their promulgation (or in the case of a new edition, their compilation), and shall advise the School Corporation in writing of any changes in such rules or regulations within a reasonable time following such changes.

6. The term "qualified individual" shall include all members of the bargaining unit. Any rules and regulations governing bank usage shall not distinguish between Association Members and Association Non-Members but shall apply without discrimination to all such categories.

7. In order to provide a legal justification for payment through the Sick Leave Bank Account of Corporation funds to any person, the Association shall, with regard to any person who is determined eligible to receive sick bank benefits, certify to the School Corporation in writing the eligibility of such individual and shall in addition notify the School Corporation as to the date any such benefits are to cease. In any event, however, benefits as to any and all individuals shall cease should the available days in the sick leave bank become exhausted.

8. The Association shall provide monthly statements of account to the School Corporation indicating the number of bank days used during the preceding month, and by whom, as well as indicating the balance of days remaining in the bank according to Association records.

9. As to this section, the Association agrees that it will hold the School Corporation harmless in or against any action or proceeding at law, in equity, or before any administrative or enforcement agencies in which the Corporation, its officers, administrators, or Board is made a part should such action or proceedings involve questions concerning the propriety of rules or regulations issued hereunder by the Association, concerning the administration of the sick leave bank, and/or concerning the making of payments by the School Corporation in reliance upon the Association's directions, which payments are found to be improper by administrative agencies or officials asserting jurisdiction over such matter, and the Association specifically agrees to the following:

   That in the event of such action or proceeding as is aforementioned in this section, the Association agrees to defend the School Corporation by providing counsel of the Association's choosing to defend the Corporation in such action, and the Association agrees to pay the entire legal costs of such representation and of any money judgment against the corporation which might result from such action.

10. When a teacher is eligible to apply for long-term disability insurance, as established by the long-term disability carrier, that causes a teacher to be absent from their normal work duties, the teacher should apply for long-term disability insurance. During the elimination period, as established by the long-term disability carrier, teachers will be granted a maximum of thirty (30) sick leave bank days, unless they have exhausted the

use of their personal sick days, in which case they will be granted sick leave bank days. through the end of the elimination period or the teacher is approved for LTD benefits, whichever occurs first. Teachers will not be allowed to use sick leave bank days beyond the elimination period. For teachers experiencing recurring incidents of disability qualifying them for long-term disability benefits, such teacher will only be granted additional sick leave bank days for each recurring incident after the initial qualifying incident based on agreement between the Association and LSC, not to exceed the elimination period. In the event that the Association and LSC cannot reach an agreement on the allotment of sick bank days for an individual with recurring long-term disability eligibility, the determination shall be made by LSC.

Teachers who are approved for disability by the long-term disability carrier and also are enrolled in LSC's group health insurance coverage may receive employee health insurance coverage for two years from the occurrence of a total disability, or until becoming Medicare eligible, whichever comes first. The School Corporation will pay the share of the monthly health insurance premium that it pays for an employee on active duty, and the teacher will pay the remainder of the premium for the plan equal to the one in which the employee was enrolled at the time of the disability. After this period, teachers on long-term disability are considered to be on "long-term disability leave," and would be allowed to stay in the LSC group health insurance plan, paying the full premium of whatever health insurance plan they chose.

Teachers who apply for LTD benefits and are denied are ineligible for additional sick leave bank benefits arising out of this claim, except as set out herein.

If an employee's appeal to the LTD carrier is successful, the employee may be granted days from the sick leave bank to cover the period of the appeal, notwithstanding any other provision of this section.

The effective date of the above provisions will be the first day of the teacher contract year for 2000-2001.

11. All leave provided by the sick leave bank shall be accompanied by a statement from a medical doctor citing the necessity for such leave and that the employee is unable to work. The corporation may require a second opinion from a second physician to be selected by the LSC. Approval of days from the sick leave bank shall be contingent upon the confirmation from the second physician that the leave is necessary. LSC will pay for the second opinion visit.

E. COVERED ABSENCES. Provided that a paid substitute is not hired to fill the teacher's absence, if any teacher is (1) absent for a portion of, but not for a full, student-contact day, (2) thereby misses classroom, student-supervisory, or other student-related duties, and (3) would otherwise be charged with having taken personal or sick leave; and if (4) the absent teacher's student-contact responsibilities are taken over in their entirety and performed voluntarily by another teacher or teachers qualified to perform the absent teacher's duties, in lieu of such volunteer's preparation, lunch or unassigned duty times and without slighting the volunteer's own employment responsibilities, then the absent teacher shall not be charged personal or sick leave for the absence. It is understood,

however, that unless the said volunteer covers all of the absent teacher's student-contact periods and/or duties during the absence, the absent teacher shall not receive the benefit of this section. A teacher shall notify the building administrator or his or her designee of his or her absence prior to the teacher's departure. Such absence shall not occur on a regular basis nor shall such absences occur on a majority of days in any one week unless approved by the building principal.

F. BEREAVEMENT LEAVE. Should there be a death in the teacher's immediate family, the teacher shall be entitled to be absent without loss of pay for up to five (5) consecutive school days within seven (7) calendar days. In computing this allowable absence, the calendar day which immediately follows the death, rather than the date on which the death occurs, shall be counted as the first day. In the event that a teacher is the executor or administrator of an estate, then that teacher shall not have to use the five (5) school days on a consecutive basis or within seven (7) calendar days but shall have one (1) year from the date of death to exercise this leave.

G. FUNERAL LEAVE. Two (2) day's absence shall be allowed without loss of compensation for attendance at the funeral of an uncle, aunt, brother-in-law, sister-in-law, or close friend. The terms UNCLE and AUNT are defined as the brother and sister, respectively, of the teacher's father or mother.

Should such funeral occur at a place sufficiently distant that the teacher cannot, using a mode of transportation reasonably suited to the distance involved and reasonably calculated to minimize the length of travel time required, reasonably reach such location, attend, and return to employment duties by the beginning of the following school day, such teacher shall be granted reasonable travel time (which may include a partial day or days and shall take into consideration the scheduled time of the funeral) to reach such location, attend, and return, provided that in no case shall such travel time under this section be allowed to extend earlier than the day immediately prior to the funeral nor to extend later than the day immediately following such funeral.

H. PREGNANCY/CHILDBIRTH LEAVE. Pregnancy/childbirth leave shall be granted by the Board in accordance with the following rules and requirements:

1. A teacher who wishes to use pregnancy leave shall notify the Superintendent in writing, at least thirty (30) days before the date on which she wishes to start her leave, of her intent to take such leave and the dates requested. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this provision, immediately on her request and the certification of the emergency from an attending physician.

   At the time of such notification, or as soon as reasonably possible in cases of medical emergency, the teacher shall also notify the Superintendent in writing of the time she will be returning to teaching, or should such be the case, of the fact that she does not intend to resume teaching duties. If the teacher intends to return to teaching and medical or other circumstances beyond her control require that the time of return be adjusted, she shall in addition, keep the School Corporation advised of any change in such return date.

2. Except in cases of medical emergency (in which cases certification may be required as soon as reasonably possible) the School Corporation may require as a prerequisite to pregnancy leave that the teacher furnish such Corporation with a physician's statement which certifies the fact of her pregnancy. Should childcare leave after the birth be requested, the Corporation may similarly require that a copy of the newborn's birth certificate be furnished as soon as reasonably possible after the birth.

3. The leave shall begin no later than the date medically determined by the teacher and such teacher's attending physician and shall end no earlier than at a time also medically determined by such teacher and attending physician, subject to the provisions of this section.

4. To continue in or return to her employment, the teacher must be in fact physically able to fulfill the requirements of her position. Should questions arise over the ability of the teacher to continue in or return to active employment in such position, then upon request by the School Corporation, the teacher shall furnish a statement or statements from her physician setting forth the facts and the physician's opinion as to such teacher's ability to continue to resume her duties. The School Corporation may mandate or otherwise condition the dates of such leave upon such statement(s).

5. All or any portion of a leave taken by a teacher because of medical disability connected with or resulting from the pregnancy may, at the teacher's option, be charged to the teacher's available sick leave, but such teacher shall be required, at the option of the School Corporation, to present a doctor's certificate of disability and personal physical inability to teach to justify such use of available sick leave days. Such use of sick leave shall be limited to the teacher's personal disabilities directly related to pregnancy and/or to the birth of the child.

If the teacher's total sick leave credits (which credits are understood in this context to consist of the teacher's own accumulated sick leave as well as such sick leave, if any, as is available to the teacher through any applicable Sick Leave Bank section of this Contract) do not cover the entire period of temporary disability or if the teacher has no sick leave credits available, the teacher shall continue on leave without pay for the remaining period of disability.

I. PARENTAL AND ADOPTION LEAVE. Teachers who adopt a child or are in the process of adopting a child may use up to thirty (30) days from their accumulated sick leave to take care of issues associated with the adoption including bonding with the adopted child.

A teacher who adopts a child or whose spouse gives birth to a child during the term of this contract shall upon request, receive parental leave without pay for a period not to exceed three (3) consecutive semesters anytime between ten (10) days before the birth or adoption and up to ninety (90) days after the birth or adoption. Furthermore, any teacher who gives birth to a child may also request a parental leave without pay for a period not

to exceed three (3) consecutive semesters concurrent with or in addition to the paid leave for the period of disability related to pregnancy. A teacher's right to parental leave shall be coordinated with the teacher's rights under the Family Medical Leave Act (FMLA) and any applicable policies adopted by the Board.

J. FAMILY ILLNESS LEAVE. Teachers shall be allowed up to seven (7) paid leave days per year in case of serious illness or accident involving a member of the teacher's immediate family. A teacher shall be allowed to accumulate up to thirty (30) paid leave days for the sole purpose of giving care in the event of an extended illness or injury of an immediate family member.

K. LEGAL DUTY LEAVE. Teachers shall be excused with pay for jury duty or when subpoenaed to appear as witnesses in court, except when the teacher is in court as a plaintiff, provided that the teacher shall endorse to the School Corporation and turn in to the Office of the Superintendent any check or other remuneration for such services.

L. POLITICAL LEAVE. A leave of absence without pay for a period of six (6) weeks shall be granted to a teacher upon request for the purpose of campaigning for public office. If the teacher is elected to the office and the work of the public office would interfere with the task of teaching, the teacher shall be granted a leave of absence without pay for a period of time to enable the teacher to serve one (1) full term of not greater than one (1) year in the office to which he/she was elected. The administration will make a sincere effort to place a teacher who has served an extended term of more than one (1) year in a comparable position. This section shall not operate in derogation of IC 20-28-10-16 ("Teacher in General Assembly").

M. ADVANCED STUDY LEAVE. A teacher who has been employed with the School Corporation for at least one (1) year and who has not yet earned such teacher's Master's Degree shall be granted a leave of absence without compensation to undertake full-time studies directed towards obtaining such degree, provided that the School Corporation shall not be required to grant leave under this section to any greater number of teachers than three (3) in one school year. Such leave shall not extend for a greater period than one (1) school year, although the School Corporation may, on a discretionary basis and without salary increase increments for the period of renewal, renew the leave for one (1) school year or less should the teacher apply for a renewal. The corporation may also in its discretion grant such study leave as is referred to herein to a greater number of teachers than three (3) but shall in no event be required to do so.

N. BUSINESS LEAVE. An employee may be granted a leave of absence without compensation for personal reasons for a period of one year provided it does not in any way injure the program of the school. Scheduled increments, adjustments in salary, and retirement credit are not allowed for such leave. The conditions under which a person may return from a leave of personal business shall be determined by the Board at the time of approval of request for leave upon the recommendation of the Superintendent.

O. SABBATICAL LEAVE. The School Corporation may grant a sabbatical leave without pay to a teacher for a period not exceeding one year, upon written request, for improvement of professional skills through approved advanced study, for participation as

a Peace Corps or Vista volunteer, or for work experience in other approved areas, for official teacher exchange programs, or for approved educational travel, provided that the absence of such teacher shall not operate to injure school corporate programs. Only teachers who have completed seven (7) years of service with the School Corporation shall be eligible for such leave. The time of such leave shall be credited toward the teacher's retirement. After taking such leave, however, the teacher shall be obligated to return to employment with the corporation for a period of time equal to the length of the time of the sabbatical leave granted.

P. ORGANIZATION AND VISITATION LEAVE. The Board and the LEA encourage teachers to participate actively in meetings of local, state, and national professional organizations. The payment of reasonable itemized expenses incurred in attendance will be made provided that money budgeted for such purposes remains, and the teacher's leave has been approved by the Superintendent or his designee.

1. Requests for permission to attend professional meetings, for permission to visit other schools during school time, or for permission to use school funds for particular expense purposes must be in writing and filed with the Superintendent or his designee by the first of the month in which the professional meeting or other relevant activity is scheduled to occur. If the teacher is not notified of a conference until after the first of such month, the teacher shall be allowed to file the request with the Superintendent or his designee at a later date.

2. A written report shall be filed with the Superintendent on the activities of the conference or visitation with recommendations, if any, for use in the School Corporation.

3. The LEA shall assume the expenses incurred by Association members in attending meetings of organizations affiliated with the United Education Profession, except that the Lafayette School Corporation shall pay for the substitute teacher(s) required, if any, that may be needed as a result of teachers attending such meetings.

Q. LEA LEAVE. The LEA shall be granted twenty-two (22) days each school year to conduct Association business and perform Association functions. When used for lobbying, the President of the LEA shall request such leave from the Superintendent or his designee at least 24 hours in advance and shall identify the individual(s) designated to use such leave. The Superintendent or his designee shall grant timely requests pursuant to this provision unless the time of the request presents an extraordinary hardship to the School Corporation. This leave may be taken in whole day or half day increments.

R. GENERAL PROVISIONS. "Immediate family," when used in Article V of this Contract, shall refer to the teacher's spouse, children, parents, brother, sister, grandparents, mother-in-law, father-in-law, or any other person if such person is domiciled and residing in the teacher's home as a member of such teacher's family. Such term shall also include any individual whether or not related by blood, who in fact reared the teacher or teacher's spouse as the parent during a substantial number of such teacher's or teacher's spouse's childhood years.

ARTICLE V
GRIEVANCE PROCEDURE

A. DEFINITIONS.

1. A "grievance" is a claim by one (1) or more teachers of a violation or an alleged misinterpretation of an Article or section of this Contract.

2. The term "teacher" includes any individual or group of individuals within the certificated bargaining unit.

3. The term "day" when used in this Article shall be school teaching days. During the summer recess, the term shall mean weekdays (Monday through Friday).

B. The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to claims of a violation or alleged misinterpretation of this Contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

C. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this Contract, and if the Association has been given an opportunity to be present at such hearings.

D. PROCEDURE.

The number of days indicated at each level shall be considered as maximum and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representatives of each party.

1. LEVEL ONE. A teacher with a grievance may initiate this procedure in one (1) of the following ways:

a. A teacher may approach the immediate supervisor concerned and discuss the matter in the teacher's own behalf.

b. A teacher may request that a representative of the Association accompany him or her in approaching the teacher's immediate supervisor. In such case, the supervisor shall not initiate any consultation with the teacher concerning the grievance at which the representative is not present.

c. In the event that steps "a" and "b" above are unsuccessful, the teacher may file a formal grievance in writing on the form shown in Appendix D. This form shall be filed in quadruplicate with one (1) copy to the Association, one (1) copy to the grievant, one (1) copy to the immediate supervisor, and one (1) copy for the Corporation. A formal grievance shall be filed as

soon as possible but in no event longer than thirty (30) days after disclosure of the facts giving rise to the grievance.

d. Within ten (10) days of the filing of the formal grievance in writing, a meeting shall take place between the immediate supervisor concerned, the grievant, and the Association representative; and an answer to the grievance shall be given to the grievant in writing within ten (10) days after that meeting.

2. LEVEL TWO. If the grievance is not settled at Level One, it may be appealed to the Board by filing a written notice with the Board's chief administrator, the Superintendent, stating the grounds for the appeal. A meeting with the Board or its designated representative(s) shall be held within ten (10) days following the receipt of such notice and the Superintendent shall promptly notify the grievant and the Association of the date, the time, and the place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association within ten (10) days after the hearing.

3. LEVEL THREE. If the grievance is not satisfactorily resolved in LEVEL 2, or the Superintendent fails to answer the grievance as required, the Association may within (90) working days of receipt of the Superintendent's decision, appeal to a court of competent jurisdiction. Failure of the Association to file such an appeal within ninety (90) working days shall result in waiver of the grievance and any appeal thereof.

E. TIME LIMITS.

1. If there is a failure at any step to communicate the decision of the Board on a grievance within the specified time limit, the grievance shall move to the next step.
2. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step without prejudice to any other grievance that may be filed. The Association shall notify the appropriate administrator or Board within 30 days after the receipt of a written decision if it plans to drop the grievance.

F. OTHER PROVISIONS RELATING TO THE GRIEVANCE PROCEDURE.

1. No act of recrimination may be taken against the grievant by the administration or any agent of the Board because of the grievant's decision to file a grievance, including providing a prospective employer with any information regarding the grievance procedure.

2. The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Contract alleged to be

violated, (4) state the contention of the grievant with respect to the grievance and, (5) indicate the specific relief requested, as provided on the grievance form, Appendix D.

3. Hearings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Hearings shall be conducted during non-teaching hours, unless there is mutual agreement for other arrangements.

4. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid bases for evaluations or consideration of awarding any professional advantage to such a teacher.

5. In the event a grievance is filed so that sufficient time as indicated under all steps of the procedure cannot be provided before the last day of the school term and should it be necessary to pursue the grievance to all steps of the appeals, then said grievance shall be resolved under the terms of this Contract and this Article, and not under the succeeding Contract.

6. No grievant, witness, or representative to the grievant who is employed by the corporation shall incur loss of salary as a direct result of participating in the grievance procedure during regular school hours.

7. Nothing contained herein shall deny, to any employee, rights under State or Federal Constitutions and laws.

8. No employee shall use the grievance procedure to appeal any decision of the Board or administration if such decision is pursuant to any order of or written agreement with any State or Federal Regulatory Commission or Agency.

9. Should a grievance be filed which has as its cause an act or decision made by the Superintendent or Board, the grievant(s) may bypass level one.

ARTICLE VI
~~PAY FOR GREATER LAFAYETTE AREA SPECIAL SERVICES PROGRAM TEACHERS~~ IEP DAYS

~~A. The term "Joint Service Employee" shall mean "teacher" as defined elsewhere in this Contract and a bargaining unit employee who is assigned to any Special Education joint service and supply program in which the Corporation participates.~~

~~B. All joint service employees shall be paid according to the compensation model in effect in the Lafayette School Corporation, the program administering Corporation.~~

~~C. All joint service employees shall perform services and receive all rights under this contract.~~

A. ~~D.~~ ~~G.L.A.S.S. and~~ LSC special education teaching staff, not including psychologists, speech language pathologists and itinerant consultants, shall be granted ~~two (2)~~ three (3) days to construct Individualized Education Plans (IEPs) for which substitutes will be provided during the school year. This time is to be taken in a unit of a whole day. The ~~G.L.A.S.S. or~~ LSC special education teacher will schedule the IEP workday at least one week in advance. The ~~G.L.A.S.S or~~ LSC special education teacher will do the work in an on-site school facility where they are assigned as a teacher or will gain permission from an administrator to work in a different school site from their assignment. If no substitute can be secured for the ~~G.L.A.S.S or~~ LSC special education teacher for an IEP workday the day will be rescheduled. IEP days shall not be used consecutively or on the day before or the day after a school break or to extend school breaks. School break is defined as fall break, Thanksgiving break, winter break, spring break, and summer break.

ARTICLE VII
COMPENSATION AND FRINGE BENEFITS

A. GROUP TERM LIFE INSURANCE. Each teacher will have a $50,000 ($100,000 accidental death) life insurance policy paid by the Corporation, except for $0.24 (twenty-four cents) paid annually by the teacher. The $0.24 (twenty-four cents) will be payroll deducted from the first paycheck in January and is non-refundable.

B. HOSPITALIZATION AND MAJOR MEDICAL INSURANCE. The Board agrees to provide hospitalization, health and major medical insurance for each teacher, through a carrier and policy agreed upon by the LEA and the LSC.

For the plan renewal period beginning January 1, 2026:

1. For Plan A, the Board of School Trustees shall pay an amount equal to the 90% contribution to a single plan under Plan B and an amount equal to the 70% contribution to a family plan under Plan B. Contributions for Plan A single ($7,641.95) and family ($14,978.30) are frozen at the Feb. 1, 2013 level.

2. For Plan B, the Board of School Trustees shall pay 90% towards the cost of a single plan and 70% towards the cost of a family plan.

3. For Plan C, the Board of School Trustees shall pay all but $1.00 towards the cost of a single plan. The $1.00 employee contribution will be payroll deducted from the first check in January and is non-refundable. The Board of School Trustees will pay an amount equal to the 70% contribution to a family plan under Plan B.

4. Health Insurance Cost Per Plan

~~2026~~ 2027	Plan A Single	Plan A Family	Plan B Single	Plan B Family	Plan C Single	Plan C Family
Employer Annual	$7,641.95	$14,978.30	$11,859.36 $12,808.11	$23,244.20 $25,103.74	$11,795.74 $12,739.40	$23,244.20 $25,103.74
Employee Annual	$6,999.08 $8,170.36	$21,917.37 $24,869.02	$1,317.71 $1,423.13	$9,961.81 $10,758.75	$1 per year	$6,272.32 $6,774.11
Total Premium	$14,641.03 $15,812.31	$36,895.67 $39,847.32	$13,177.08 $14,231.24	$33,206.01 $35,862.49	$11,796.74 $12,740.40	$29,516.52 $31,877.85
Employee Per Pay-24 Pays	$291.63 $340.43	$913.22 $1,036.20	$54.90 $59.29	$415.08 $448.28	$1 per year	$261.35 $282.25
Employee Per Pay-18 Pays	$388.84 $453.90	$1,217.63 $1,381.61	$73.21 $79.06	$553.43 $597.70	$1 per year	$348.46 $376.33

5. In 2026, the board will contribute $1,500 to a single plan HSA and $3,000 to a family plan HSA.

6. The board contribution will be equal to 1/24th of the total HSA contribution for employees on a 24-pay schedule. The board HSA contribution will be deposited the first pay following the effective date of health insurance coverage and each pay thereafter.

Single Plan: $1500	Family Plan: $3000
24 pay = $62.50	24 pay = $125.00

7. Annual movement from plan to plan will be permissible as renewal information becomes available with all changes to be reported by the plan participant in writing no later than the close of the business day on November 15 prior to the January 1 renewal date.

8. For new teachers hired effective with the 2005-2006 school year the Board of School Trustees shall pay the entire health insurance premium less $0.24 (twenty-four cents) annually for each of the single plan policies of spouses who are both eligible for health insurance coverage in the Lafayette School Corporation. The $0.24 (twenty-four cents) will be payroll deducted from the first paycheck in January and is non-refundable. The Board of School Trustees shall pay 80% of the cost of the family plan policy of spouses who are both eligible for health insurance coverage in the Lafayette School Corporation.

9. Teachers who have received the family health insurance plan by paying the two-employee rate of $0.02 per month prior to the 2005-2006 school year shall continue to receive this benefit according to past practice by paying the two-employee rate of $0.96 (ninety-six cents) annually beginning in January, 2018. The $0.96 (ninety-six cents) will be payroll deducted from the first paycheck in January and is non-refundable.

10. The Board will continue to make available a Section 125 Plan. If permitted by IRS regulations, the parties agree to permit retirees and early retirees to shelter their insurance premium payments through the plan.

C. LONG TERM DIASABILITY. Each teacher shall have a long-term disability policy in the amount of 66 2/3% (90% after five years) of the "teacher's salary" as that term is defined by the insurance policy, and with benefits not coordinated with teacher retirement fund benefits. The Association and the Board will mutually determine the carrier of the insurance and the terms of the insurance coverage.

The teacher shall pay the premium by a monthly payroll deduction.

D. GROUP VISION INSURANCE. Beginning in January of 2003 the Board shall provide a group vision insurance plan to all eligible teachers. The Board will contribute $11.23 per month toward the cost of the single plan. The teacher contribution of the single plan is $0.24 (twenty-four cents) annually and will be payroll deducted from the first paycheck in January and is non-refundable. The Board shall pay $20.60 per month toward the cost of the family plan. All eligible teachers shall participate in the plan. The benefits level of the plan shall be those benefits agreed to for the 2002-2003 master contract. The

Board shall assume the additional cost of any premium rate increase through the end of the ~~2025-2026~~ 2026-2027 contract year.

E. DENTAL INSURANCE. Effective with the 2005-2006 school year all eligible teachers may participate in a group dental insurance plan. The dental plan will be effective October 1, 2005. The Board will contribute $34.92 per month toward the cost of the single plan. The teacher contribution of the single plan is $0.24 (twenty-four cents) annually and will be payroll deducted from the first paycheck in January and is non-refundable. The Board will contribute $42.30 per month toward the cost of a family plan for each eligible teacher. The Board shall assume the additional cost of any premium rate increase through the end of the ~~2025-2026~~ 2026-2027 contract year. A copy of the plan booklet shall be made available each year to any participant who requests a copy from the Personnel Office.

F. 401(A) PLAN. The Board agrees to establish and maintain an employer-sponsored 401(a) plan. The Board shall approve the company that will manage the 401(a) plan. The 401(a) plan shall be a qualified retirement plan subject to the Internal Revenue Code and all applicable regulations.

Board contributions to the approved plan shall be provided to all eligible teachers who are employed on a regular teaching contract. The Board shall contribute an amount of $1,000 (one thousand dollars) per year, paid in equal monthly payments into each eligible teacher's 401(a) account. Eligible teachers shall be immediately vested in all sums contributed into and earned in their 401(a) accounts.

G. MASTER CONTRACT INCENTIVE. Any teacher who is at least fifty-five (55) years of age, who has served in the LSC at least ten (10) years, and gives written notice of their intentions to leave the employ of the School Corporation is entitled to a lump sum payment for their unused sick days or their years of LSC teaching experience. This lump sum payment shall be made to their 401(a)-plan account at the termination of their employment. The payment amount shall be equal to their unused sick days at termination multiplied by twenty-five dollars ($25); or for a teacher with fifteen (15) years of experience in the Lafayette School Corporation (LSC) upon the severance of their employment, $1,575; or a teacher with twenty (20) years of LSC experience upon the severance of their employment, $2,625; or a teacher with 30 or more years of LSC experience upon the severance of their employment, $4,200; whichever is greater.

By giving written notice of their intention to leave the employ of Lafayette School Corporation at least one calendar year in advance, the employee shall receive up to a maximum of $2,000 of this lump sum payment as a master contract incentive on their final teaching contract. The remainder of lump sum amount to which they are entitled

shall be paid into their 401 (a) plan account at termination. It is understood that such a stated intention to leave the employ of the Corporation is binding.

Upon the death of any eligible employee, the balance of the amount the employee would have received under this provision shall be paid in a lump sum into such teacher's 401(a) plan account.

In the event a disability does not permit an otherwise eligible employee to give notice or complete the employee's final year of service, the balance of the amount the employee would have received under this provision shall be paid in one lump sum payment to the employee's 401(a) plan account at the time of the employee's final paycheck.

For any active employee who dies before becoming eligible for this master contract incentive, his or her 401(a)-plan account shall receive an amount equal to the employee's current unused and accumulated sick and personal leave days, plus ten days, multiplied by twenty-five dollars ($25.00).

An employee can only receive the Master Contract Incentive one time.

H. EARLY RETIREMENT INCENTIVE.

To be eligible for this incentive a teacher must have been employed under a regular teaching contract during the 2001-2002 school year, must be at least 55 years of age and must have at least 20 years of LSC service as a certified teacher on regular contract. The eligible teacher that submits Appendix F as an intent to retire early will receive

1. A payment of up to $1,250 for each year of teaching service in the Lafayette School Corporation, not to exceed 25 years.
2. Minus the value of 401 (a) contributions (See appendix J in this contract)
3. Equals the present value of Early Retirement Benefits
4. The Early Retirement Benefit earned in Appendix I of the contract will be compared to number 3 above. The greater amount will be the early retirement payout.

The EARLY RETIREMENT benefits calculated above will be paid out in eight (8) payments over a four-year period with such payments made semiannually on the first teacher payday after January 1 and June 30 of each calendar year. For a teacher retiring between January 1 and June 30th who has given written notice of retirement at least one (1) calendar year before the effective date of retirement, the first payment will be made in July. If at least one (1) calendar year's written notice is not given, the first payment will be made in the month of January after retirement. For a teacher retiring between July 1 and December 31st who has given written notice of retirement at least one (1) calendar year before the effective date of retirement, the first payment will be made in January. If at least one (1) calendar year's written notice is not given, the first payment will be made

in the month of July after retirement. All such payments shall be made to the teacher's 403(b) post retirement plan account. The payments will cease in the cycle when the teacher qualifies to receive full (normal) Social Security benefits. Total payments shall not exceed 8.

It is the intent of the parties to allow teachers who have retired prior to the effective date of this contract to have no changes in their already designated early retirement benefits.

I. RETIREMENT GROUP MEDICAL INSURANCE. An employee who retires may elect to continue participation in the group medical and hospitalization plan by the retiree prepaying the entire cost of such premium each month. The surviving spouse of a teacher may continue to participate as a single member in the group medical/hospitalization insurance by providing the entire cost of such monthly premium if the carrier permits continuation by the surviving spouse. Application for the continuation of group medical and hospitalization insurance coverage must be made at the time of application for early retirement. Payment for insurance benefits may be deducted from Early Retirement Benefit payments or made on a monthly basis and submitted to the Business Office of the School Corporation. Retirees who fail to remit premium payments to the School Corporation on or before the 20th day of the month for two (2) consecutive months shall forfeit their right to continue to participate in this benefit.

J. BENEFIT TO BENEFICIARY IN CASE OF DEATH. In the case of a teacher who has applied or has received an early retirement benefit under the early retirement plan and subsequently dies before receiving the full schedule benefits, his or her payment, based upon his or her entitlement at the time of death, shall be made in a lump sum to their 403(b)-post retirement plan account. A death certificate shall be submitted to the Business Office of the school corporation.

K. PAYMENT OPTIONS. Each teacher shall be paid an amount of one twenty-fourth (1/24) of his or her individual salary on the 7th and 22nd day of each month, starting in September. If the 7th or 22nd is a Saturday or Sunday or federal holiday the pay date shall be the previous business day. If the yearly salary for a teacher who receives such total salary in twenty-four (24) installments is not divisible by twenty-four (24), such teacher's monthly salary will be rounded down to the nearest cent.

Beginning with the 2015-16 school year, all teachers new to the corporation, who are hired prior to August 1 of the calendar year, and will begin their employment on the first day of the school year shall be paid an amount of one twenty-fifth (1/25) of his or her individual salary starting on the 22nd day of August, except if the 22nd is a Saturday or Sunday in which case the pay date shall be the previous Friday; and further except if the 22nd is a holiday, vacation, or school break the pay date shall be the previous business day. After the teacher's first year of employment, each teacher shall then be paid an

amount of one twenty-fourth (1/24) of his or her salary on each pay date beginning on September 7th of their second year of employment.

L. EXTRACURRICULAR SCHEDULE. The ECA for ~~2025-2026~~ 2026-2027 is attached as Appendix C. In the event a law suit or action before any state or federal department or agency is brought against the Lafayette School Corporation and when such suit or action claims that the provisions of Title IX and/or Title VII have been violated by alleged unfair discriminatory treatment under the ECA schedule, the Association agrees to share equally all attorney fees, court costs, and/or monetary judgment levied against the Corporation. However, the Association shall not be liable to pay more than $500 for the term of this Contract.

M. PROOF OF DEPOSIT. Teachers shall receive their pay by direct deposit. Proof of deposit of each pay for any individual teacher will be in electronic format and can be accessed through the LSC website.

N. 403(b) ANNUITY. The Board of School Trustees agrees to establish and make available to members of the bargaining unit a 403(b) plan as approved by the Board on November 23, 2008. By adopting a 403(b) plan the Lafayette School Corporation (LSC) assumes only those responsibilities required of a non-ERISA plan sponsor. The Lafayette School Corporation does not assume any responsibility or liability for the success or failure of the performance of individual participants' investment selections. The LEA and the LSC agree to establish a committee of ten (10) people, five (5) appointed by the LEA and five (5) appointed by LSC, to monitor the performance of the 403(b) plan and the approved vendor(s) on at least an annual basis. This committee may also make recommendations to the Board of School Trustees in regard to changes of the existing 403(b) Plan Document. The Board may change the approved vendors of the 403(b)-plan based upon the recommendation of this committee. The Board of School Trustees shall have the authority to terminate the 403(b) Plan with at least one-year written notice to the Lafayette Education Association.

O. TEACHER RETIREMENT FUND CONTRIBUTION. The Corporation agrees to pay the teacher's portion of the Teachers Retirement Fund Contribution.

P. MILITARY SERVICE CREDIT

Military Service Credit: Upon employment, the Board shall recognize up to four (4) years of active military service for placement on the salary schedule. Effective with the 2003-2004 school year, years of experience shall be determined as follows:

- Military Service — Year(s) Experience on Salary Schedule
- 6 – 17 months — One Year

- 18 – 29 months Two Years
- 30 – 41 months Three Years
- 42 or more months Four Years

A teacher who is called to active duty while employed in Lafayette School Corporation shall be allowed to return to his/her previous position.

Appendix A

~~LSC Salary Schedule~~ ~~2025-2026~~ 2026-2027 LSC Initial Salary Placement Schedule

Level	Years	Column I	Column I		Column II	Column II	Years	Level
A	0	~~$45,000~~	$45,000		~~$45,500~~	$46,500	0	A
B	1	~~$45,000~~	$45,700		~~$45,500~~	$47,200	1	B
C	2	~~$45,000~~	$45,800		~~$46,000~~	$47,300	2	C
D	3	~~$45,500~~	$45,900		~~$47,000~~	$47,400	3	D
E	4	~~$46,500~~	$46,500		~~$48,000~~	$48,000	4	E
F	5	~~$47,500~~	$47,500		~~$49,000~~	$49,000	5	F
G	6	~~$48,500~~	$48,500		~~$50,000~~	$50,000	6	G
H	7	~~$49,500~~	$49,500		~~$51,000~~	$51,000	7	H
I	8	~~$50,500~~	$50,500		~~$52,000~~	$52,000	8	I
J	9	~~$51,500~~	$51,500		~~$53,000~~	$53,000	9	J
K	10	~~$52,500~~	$52,500		~~$54,000~~	$54,000	10	K
L	11	~~$53,500~~	$53,500		~~$55,000~~	$55,000	11	L
M	12	~~$54,500~~	$54,500		~~$56,000~~	$56,000	12	M
N	13	~~$55,500~~	$55,500		~~$57,000~~	$57,000	13	N
O	14	~~$56,500~~	$56,500		~~$58,000~~	$58,000	14	O
P	15	~~$57,500~~	$57,500		~~$59,000~~	$59,000	15	P
Q	16	~~$58,500~~	$58,500		~~$60,000~~	$60,000	16	Q
R	17	~~$59,500~~	$59,500		~~$61,000~~	$61,000	17	R
S	18	~~$60,500~~	$60,500		~~$62,000~~	$62,000	18	S
T	19	~~$61,500~~	$61,500		~~$63,000~~	$63,000	19	T
U	20	~~$62,500~~	$62,500		~~$64,000~~	$64,000	20	U

The parties agree that pursuant to Indiana Code 20-29-6-1(b), teachers will continue to receive the same salary under the terms of the salary schedule with no increase or increment in base salary for any bargaining unit employee until a new contract is executed and the parties agree to an increase or increment in teacher base salaries for any bargaining unit member if the increase or increment would put the school employer in a position of deficit financing.

The base for which ECA's are figured is $37,000

Teachers newly hired will be placed on the ~~s~~alary ~~s~~chedule according to the rules below. The Initial Salary Placement Schedule is for initial placement purposes only.

For the ~~2025-2026~~ 2026-2027 school year, teachers with bachelor's degrees will be placed under Column I. Teachers with advanced degrees will be placed under Column II.

Teachers with 0 years of experience	Level A
Teachers with 1 years of experience	Level B
Teachers with 2 years of experience	Level C
Teachers with 3 years of experience	Level D
Teachers with 4 years of experience	Level E
Teachers with 5 years of experience	Level F
Teachers with 6 years of experience	Level G
Teachers with 7 years of experience	Level H
Teachers with 8 years of experience	Level I
Teachers with 9 years of experience	Level J
Teachers with 10 years of experience	Level K
Teachers with 11 years of experience	Level L
Teachers with 12 years of experience	Level M
Teachers with 13 years of experience	Level N
Teachers with 14 years of experience	Level O
Teachers with 15 years of experience	Level P
Teachers with 16 years of experience	Level Q
Teachers with 17 years of experience	Level R
Teachers with 18 years of experience	Level S
Teachers with 19 years of experience	Level T
Teachers with 20 years or more of experience	Level U

APPENDIX B

~~2025-2026~~ 2026-2027 LSC Compensation Model

~~For the 2025-2026 school year, the parties have bargained that there will be no base salary increase or increment. All funds allocated to the compensation plan for the 2025-2026 will be paid as stipends. The compensation model below is included for informational purposes only and has been suspended for the 2025-2026 school year except for sections 5, 7, and 8.~~

~~Teachers who have completed the Early Literacy Endorsement will receive their differentiated base salary increase during the next contract year in which staff receive base salary increase. All teachers not currently making the statutory minimum salary of $45,000 will be provided a base salary increment necessary to bring them into compliance using supplemental payment.~~

~~1. **Eligibility**~~

A. To be eligible for a base salary increase, the teacher must receive a Highly Effective or Effective Rating on the final LSC evaluation model performed during the prior school year. A teacher who is not evaluated in the prior school year is not eligible for any salary increase and remains at their prior school year salary.

B. Only teachers on regular non-temporary contracts are eligible for a salary increase unless the teacher is hired as a certified employee in that teacher's subsequent teacher contract year.

C. Teachers who retired or resigned at the end of the prior school year are not eligible for a retroactive compensation increase for the current school year

D. A compensation increase earned by a teacher who works a sufficient number of days during the 2024-2025 school year to receive an evaluation rating of Effective or Highly Effective who is on a Board-approved leave of absence for the 2025-2026 school year will receive the 2024-2025 salary increase received by teachers on their next subsequent contract.

E. Teachers on a leave of absence for the entire prior school year will not be eligible for a compensation increase in the current school year.

F. Teachers who work 120 days during the prior school year and continue to be employed by the Lafayette School Corporation during the current school year.

2. **Factors and Definitions**

A. Evaluation rating – The returning teacher received a highly effective or effective evaluation for the prior year,. except in the case of a teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary.

B. Experience – A teacher who works 120 days during the prior school year and continue to be employed by the Lafayette School Corporation during the current school year.

3. **Weights to be Assigned to Factors**

A. Evaluation $500
B. Experience $500

4. **Distribution and Movement**

A. Entry Levels – Teachers who possess a Bachelor's Degree with no prior teaching experience shall enter the Salary Grid at Column 1, Level A. A teacher who possesses

~~a content area Master's Degree, as defined by the Indiana Department of Education and approved by the Superintendent, with no prior teaching experience, will enter the Salary Placement Grid at Column 2, Level A.~~

B. ~~All returning teachers advance one level on the salary schedule. Returning teachers beyond Level U will receive a $1,000 base salary increase.~~

~~5. **Longevity Stipend**~~

~~Returning teachers will receive a one-time stipend in accordance with the scale listed below.~~

~~Years of LSC Certified Teaching Experience~~	~~Longevity Stipend~~
~~1-2 years~~	~~$500 one-time stipend~~
~~3 years or more~~	~~$1,000 one-time stipend~~

~~6. **Reallocation** – Any amounts allocated for base salary increases for teachers who receive evaluation ratings of Ineffective or Improvement Necessary on their prior school year teacher performance evaluation will be reallocated and redistributed equally as stipends among the salaries of teachers who received an evaluation rating of Effective or Highly Effective on their prior school year teacher performance evaluation. The Board will pay the base salary increases and stipends described herein not later than 60 days after all State data that is part of the LSC evaluation rubric is received from the State of Indiana and evaluations for the prior school year have been completed. Base salary increases will be applied retroactively to the start of the current school year.~~

~~7. **Salary Range** – At the beginning of the 2025-2026 school year, the salaries of returning full-time teachers were between $44,000 and $85,369. After bargaining, the salary range for full-time teachers in the 2025-2026 school year is between $45,000 and $85,369. The minimum salary of full-time teachers is no less than $45,000.~~

1. **Salary Range** - At the beginning of the ~~2025-2026~~ 2026-2027 school year, the salaries of returning full-time teachers were between ~~$44,000~~ $45,000 and ~~$85,369~~ $84,564. After bargaining, the salary range for full-time teachers in the ~~2025-2026~~ 2026-2027 school year is between $45,000 and $85,564. The minimum salary of full-time teachers is no less than $45,000.

2. **Literacy Endorsement Base Salary Differentiation –** Prior to receipt of increases described in Section 3, the base salary of a teacher who possesses a literacy endorsement will be adjusted, as needed, to reflect a $150 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

3. Base Salary Increases

Factors and Definitions

A. Experience: The completion of one (1) year of qualifying teaching service in a position requiring a valid teaching license. A year of experience shall be earned when a teacher completes at least one hundred twenty (120) instructional days of qualifying teaching service during a school year.
B. Academic Needs: The need to retain experienced teachers who were employed by the Lafayette School Corporation during the preceding school year and who continue their employment with the Corporation during the current school year to support instructional continuity, educational stability, and student achievement.

Distribution

A. Experience:
    1. 1 year as a teacher $200
    2. 2 years as a teacher $300
    3. 3 years as a teacher $400
    4. More than 3 years as a teacher $500
B. Academic Needs $500

Itemized Compensation Requirements

Calculation of Total Possible Base Salary Increases Available to Teacher Under the Compensation Plan is $1,000

A. Increase attributable to education and experience:
    1. Increase attributable to education is $0
    2. Increase attributable to experience is $500
    3. Combined increase for education and experience is $500, which is 50% of the total possible base salary increase
B. Increase attributable to academic needs is $500, which is 50% of the total possible base salary increase

New Hire Salaries

A. The salary for newly hired teacher with no experience or additional educational attainment is $45,000
B. The salary for new hires with no experience who possess an early literacy endorsement is $45,150
C. The salary for new hires with verified teaching experience or additional educational attainment will be determined by the Superintendent within the salary range identified in Section A above.

4. **Length of Service Stipend**-Teachers who have completed ten (10) or more years of service as a teacher with the Lafayette School Corporation shall receive a one-time stipend of $150 during the 2026–2027 school year. This stipend shall apply only to the 2026–2027 school year and shall automatically expire on June 30, 2027, unless otherwise agreed to in writing

by both parties. The stipend shall not create an ongoing obligation or entitlement to future payments.

5. Miscellaneous Compensation

A. KINDERGARTEN ASSESSMENT. Any Kindergarten teacher who performs the ancillary duty of administering individual beginning of the year student assessments shall be paid ten dollars and fifty cents ($10.50) for each student assessed.

B. TEACHER REASSIGNMENT COMPENSATION Elementary K-4 teachers who are reassigned out of their grade level or subject area into a grade level or subject area they have not taught in the four school years before the assignment, shall be given up to two hundred fifty ($250) upon submission of receipts, to purchase supplemental classroom materials and supplies for performing this ancillary duty. The materials and supplies become the property of the LSC.

C. TEACHER COMPENSATION FOR SUMMER SCHOOL. Teachers of summer school shall be issued a Supplemental Service Teachers Contract and shall be paid an hourly rate for each hour of instruction an hourly rate based on their regular teacher's base Contract salary. This hourly rate shall be computed using the regular teacher's Contract salary divided by one thousand eighty (1,080).

D. TEACHER COMPENSATION FOR HOMEBOUND INSTRUCTION AND EXTENDED SCHOOL YEAR -Teachers of homebound and extended school year students shall be paid for each hour of instruction at an hourly rate based on their Regular Teacher's Contract base salary. This hourly rate shall be computed using the regular teacher's Contract salary divided by one thousand eighty (1,080).

E. BARGAINED DOLLARS FOR INCREASE

The available dollars for a raise for the ~~2025-2026~~ 2026-2027 school year contract shall be $554,123.69 at true cost. True cost includes social security and teacher retirement. The social security cost included in the true cost is $36,000.39 and the teacher retirement cost included in the true cost is $47,529.93.

F. NATIONAL BOARD CERTIFICATION

Any teacher who achieves National Board Certification from the National Board for Professional Teaching Standards shall receive a stipend of two thousand ($2,000.00) Dollars annually, in addition to the amount they receive on the salary schedule.

G. SPEECH LANGUAGE PATHOLOGIST CERTIFICATION

Any Speech Language Pathologist who receives a license under IC 25-35.6-1-7 or an audiologist, working in an educational setting, who holds a certificate of clinical competence in speech-language pathology or audiology or its equivalent, issued by the American Speech-Language-Hearing Association (ASHA)~~, for at least three consecutive years; and who has experience as a licensed speech-language pathologist or audiologist in a school setting that is equivalent to the experience required for a teacher seeking national certification by the National Board of Professional Teaching Standards,~~ shall receive a stipend of two thousand ($2,000.00) dollars annually in addition to the amount they receive on the salary schedule.

Portions of the wage-related provisions included herein unrelated to wages were not bargained and are included for informational purposes only.

Appendix C
Extra- Curricular Accounts

Extra-Curricular Accounts Base upon which ECA's are figured is $37,000

Extended Contract Days –The number of days are for information purposes only and have not been bargained. Compensation for extended days is based upon the bargained salary schedule and is in addition to any applicable stipends.

Number of Positions- The number of positions is for information purposes only and have not been bargained.

I. Non-Sports

	Index	Extended Contract Days	~~2025-2026~~ 2026-2027 Stipend	Number of Positions
District Positions				
CURRICULUM COMMITTEES-ACT TEAM, TEXTBOOK ADOPTION				
COMMITTEE, SIAP STEERING COMMITTEE			$26.75/HR	
GLASS Positions				
GLASS SPECIALIST-ITINERANT(CONSULTANT)	0.0735	5	$2,720	15
PRE-VOCATIONAL ED COORDINATOR	0.2263		$8,373	2
PSYCHOLOGIST + 1 MONTH	0.0795	20	$2,942	10

High School Positions				
ACADEMIC COACH -HS			$15.60/HR	
ACADEMIC COMPETITION COORDINATOR- HS	0.0302		$1,117	1
ACAPELLA HEAD	0.0581		$2,150	1
ACAPELLA ASSISTANT	0.0290		$1,073	1
AFRICAN AMERICAN LEADERS FOR TOMORROW	0.0302		$1,117	1
ART CLUB	0.0247		$914	1
ASS'T MARCHING BAND	0.0797		$2,949	5
ASTRONOMY CLUB	0.0160		$592	1
BAND DIRECTOR (JHS) + 2 MONTHS	0.2186	40	$8,088	1
ASSISTANT BAND DIRECTOR (JHS) + 1.25 MONTHS	0.1322	25	$4,891	2
BEST BUDDIES CLUB HS	0.0160		$592	1
BOOSTER ADVISOR + 1 HOUR UNASSIGNED*	0.0655		$2,424	1
BOWLING- HS	0.0234		$866	1
CHEERLEADERS	0.0778		$2,879	1
CHEERLEADERS ASSISTANT	0.0755		$2,794	5
CHINESE CLUB	0.0247		$914	1
CHOIR HOLIDAY AND SPRING SHOWS	0.0872		$3,226	3
COUNSELOR (JHS) + 1 MONTH		20		
CULINARY ARTS CLUB HS	0.0160		$592	2
DANCE SQUAD HEAD	0.0778		$2,879	1
DANCE SQUAD ASSISTANT	0.0755		$2,794	1
DIRECTOR OF RADIO & TV (JHS) + .25 MONTH	0.1405	5	$5,199	1
ECA TECHNICIAN HEAD	0.2179		$8,062	1
ECA TECHNICIAN ASSISTANT	0.0726		$2,686	1
DULCE	0.0247		$914	1
ESPORTS HEAD	0.0778		$2,879	1
ESPORTS ASSISTANT FALL	0.0237		$877	10
ESPORTS ASSISTANT WINTER	0.0237		$877	10
EXPRESSIONS HEAD	0.0929		$3,437	1
EXPRESSIONS ASSISTANT	0.0464		$1,717	1
FALL COLOR GUARD	0.0463		$1,713	1
FALL MUSICAL DIRECTOR	0.1594		$5,898	3
FALL MUSICAL ASSISTANT DIRECTOR	0.0797		$2,949	1
FALL MUSICAL CHOREOGRAPHER	0.0797		$2,949	1
FALL MUSICAL MUSIC DIRECTOR	0.0797		$2,949	1
FALL MUSICAL PIT BAND DIRECTOR	0.0284		$1,051	1
FALL MUSICAL ACCOMPANIST	0.0284		$1,051	1
FIRST EDITION-ASS'T DIRECTOR	0.0604		$2,235	1
FIRST EDITION – BAND DIRECTOR	0.0550		$1,872	1

FIRST EDITION – SET DESIGNER	0.0550		$1,872	1
FIRST EDITION-DIRECTOR	0.1208		$4,470	1
FIRST ROBOTICS - HEAD	0.1012		$3,744	1
FIRST ROBOTICS - ASSISTANT	0.0506		$1,872	1
FIRST ROBOTICS FIRST TECH CHALLENGE HEAD	0.0506		$1,872	1
FIRST ROBTOICS FIRST TECH CHALLENGE ASST.	0.0247		$914	1
FORENSICS -HEAD	0.1908		$7,060	1
FORENSICS -ASSISTANT	0.0533		$1,972	1
FRENCH CLUB	0.0247		$914	1
FRENCH QUIZ BOWL	0.0247		$914	1
FRESHMAN SPONSOR	0.0160		$592	1
FCCLA	0.0247		$914	1
GAY STRAIGHT ALLIANCE (GSA)	0.0247		$914	2
IMPROV CLUB	0.0247		$914	2
INTEGRATE CHAMPION	0.0175		$648	2
JAPANESE CLUB	0.0247		$914	1
JAZZ COMBO DIRECTOR	0.0247		$914	2
JEFFERSON PLAYERS	0.0778		$2,879	2
DIRECTOR OF PLAYS per play	0.0333		$1,613	4
JUNIOR SPONSOR	0.0220		$814	1
LITERARY MAGAZINE (IGUANA)	0.0302		$1,117	1
MAINTENANCE OF SHOP EQUIPMENT	0.0047		$27.51/HR	
MEDIA SPECIALIST (JHS) + 1 MONTH		20		
MENTOR	0.0100		$370	
NATIONAL HONOR SOCIETY	0.0220		$814	1
ORCHESTRA DIRECTOR + 2 MONTHS	0.0797	40	$2,949	1
RED CROSS CLUB	0.0160		$592	1
ROBOTICS CLUB	0.0247		$914	1
SENIOR SPONSOR	0.0398		$1,473	3
SOPHOMORE SPONSOR	0.0160		$592	1
SPANISH CLUB	0.0247		$914	1
SPANISH QUIZ BOWL	0.0247		$914	1
SPIRIT ADVISORY BOARD	0.0588		$2,176	1
STUDENTS IN ACTION	0.0302		$1,117	2
SUMMER COLOR GUARD	0.0463		$1,713	3
~~SUPER MILEAGE TEAM HEAD~~	~~0.1012~~		~~$3,744~~	~~1~~
~~SUPER MILEAGE TEAM ASSISTANT~~	~~0.0506~~		~~$1,872~~	~~1~~
SUPERVISOR – Arrival	0.0240		$888	4
SUPERVISOR – Dismissal	0.0240		$888	3
~~SWEETHEART DANCE~~	~~0.0100~~		~~$370~~	~~1~~

THEATER DIRECTOR	0.2005		$7,419	1
ULTIMATE FRISBEE CLUB	0.0160		$592	1
UNIFIED BOCCE BALL CLUB	0.0100		$370	3
UNIFIED BOWLING CLUB	0.0160		$592	3
VARSITY SINGERS HEAD	0.1450		$5,365	1
~~VOLLEYBALL CLUB - HEAD~~	~~0.0366~~		~~$1,354~~	~~1~~
~~VOLLEYBALL CLUB - JV~~	~~0.0247~~		~~$914~~	~~1~~
~~VOLLEYBALL CLUB - VARSITY ASST.~~	~~0.0160~~		~~$592~~	~~1~~
WINTER COLOR GUARD	0.0463		$1,713	3
WINTER PERCUSSION DIRECTOR	0.0463		$1,713	1
WORK BASED COORDINATOR		20		
WORM CLUB	0.0160		$592	1
~~WRESTLING CLUB FOR GIRLS~~	~~0.0366~~		~~$1,354~~	~~1~~
YEARBOOK ADVISOR + 1 HOUR UNASSIGNED*	0.0655		$2,424	2
Junior High Positions				
ACADEMIC COACH			$15.60/HR	
ACADEMIC COMPETITION COORDINATOR	0.0302		$1,117	1
ART CLUB	0.0100		$370	1
BAND DIRECTOR (TJHS) + 2 MONTHS		40		
ASSISTANT BAND DIRECTOR (TJHS) + 1.25 MONTHS		25		
CHEERLEADERS	0.0490		$1,813	2
COUNSELOR (TJHS)+ 1 MONTH		20		
GAME CLUB	0.0100		$370	1
CHESS TEAM	0.0477		$1,765	1
DANCE CLUB	0.0247		$914	1
DRAMA CLUB	0.0100		$370	1
Esports	0.0239		$884	1
FACS OF LIFE CLUB	0.0133		$492	1
FIRST ROBOTICS CLUB	0.0239		$1,084	1
HOMEWORK CLUB			$15.60/HR	
INCLUSION CLUB	0.0133		$492	1
INTEGRATE CHAMPION	0.0175		$648	1
JAZZ COMBO DIRECTOR	0.0247		$914	1
MAINTENANCE OF SHOP EQUIPMENT per HR by approval			$27.51/HR	
MEDIA SPECIALIST (TJHS) + 1 MONTH		20		
MENTOR	0.0100		$370	
NATIONAL HONOR SOCIETY	0.0133		$492	1
NEWSPAPER	0.0133		$492	1
ORCHESTRA (TJHS) + 2 MONTHS		40		

STUDENT COUNCIL	0.0133		$884	2
STUDENTS IN ACTION	0.0302		$1,117	1
SUPERVISOR- Arrival	0.0240		$888	4
SUPERVISOR – Dismissal	0.0240		$888	2
TABLE TOP ROLE PLAYING CLUB	0.0133		$492	1
TECUMSEH SINGERS	0.0247		$914	1
TALENT & MUSICAL SHOWS	0.0186		$688	4
PERFORMANCES - Choir	0.0293		$1,084	1
WORLD LANGUAGE CLUB	0.0100		$370	1
YEARBOOK	0.0302		$1,117	1
PERFORMANCES-Band	0.0333		$1,232	2
PERFORMANCES-Orchestra	0.0293		$1,084	1
Intermediate Positions				
ACADEMIC COMPETITION COORDINATOR	0.0302		$1,117	1
ACCOMPANIST (Corporation-Certified teacher)	0.024		$888	1
ART CLUB	0.0100		$370	1
BAND DIRECTOR (SIS) + 2 MONTHS		40		
ASSISTANT BAND DIRECTOR (SIS) + 1.25 MONTHS		25		
BATTLE OF THE BOOKS COACH	0.0100		$370	1
BOYS' BOOK CLUB	0.0133		$492	1
CHEERLEADERS	0.0490		$1,813	1
COUNSELOR (SIS)+ 1 MONTH		20		
GAME CLUB	0.0100		$370	1
GIRLS' BOOK CLUB	0.0133		$492	1
DRAMA CLUB	0.0100		$370	1
FIRST ROBOTICS CLUB	0.0239		$884	2
HOMEWORK CLUB			$15.60/HR	
INTEGRATE CHAMPION	0.0175		$648	1
MATH COUNTS	0.0100		$370	1
MEDIA SPECIALIST (SIS) + 1 MONTH		20		
MENTOR	0.0100		$370	
NEWSPAPER	0.0133		$492	1
ORCHESTRA (SIS) + 2 MONTHS		40		
SOUND & LIGHT	0.0107		$396	1
STEM COORDINATOR	0.0100		$370	1
STUDENT COUNCIL	0.0133		$492	1
STUDENTS IN ACTION	0.0302		$1,117	1
SUNNYSIDE SINGERS	0.0247		$914	1
SUPERVISOR- Arrival	0.0240		$888	0

SUPERVISOR – Dismissal	0.0240		$888	6
TALENT & MUSICAL SHOWS	0.0186		$688	1
PERFORMANCES - Choir	0.0293		$1,084	1
WORLD LANGUAGE CLUB	0.0100		$370	1
YEARBOOK	0.0302		$1,117	1
PERFORMANCES-Band	0.0333		$1,232	2
PERFORMANCES-Orchestra	0.0293		$1,084	1
Elementary Positions				
ACCOMPANIST(Corporation-Certified teacher)	0.0240		$888	1
ART CLUB	0.0100		$370	2
BOYS' AND GIRLS' READING CLUB	0.0100		$370	2
ELEMENTARY CHOIR- EACH SCHOOL	0.0128		$474	2
ELEMENTARY CHOIR- ACCOMPANIST			$21.28/HR	
ELEMENTARY CHOIR PROGRAM COORDINATOR	0.0479		$1,772	1
ELEMENTARY CHOIR PROGRAM ASSISTANT COORDINATOR	0.0239		$884	2
ELEMENTARY STUDENT COUNCIL	0.0133		$492	4
GIRLS ON THE RUN	0.0073		$271	1
HOMEWORK CLUB			$15.60/HR	
INTEGRATE CHAMPION	0.0175		$648	8
MENTOR	0.0100		$370	
MULTI-LANGUAGE LEARNER CLUB	0.0100		$370	1
ROBOTICS	0.0128		$474	8
SUPERVISOR – Arrival	0.0240		$888	8
SUPERVISOR – Dismissal	0.0240		$888	8
SCIENCE CLUB	0.0100		$370	1
TECHNOLOGY REPRESENTATIVE	0.0302		$1,117	8

Should any ECA position be approved by the LSC Board that is not currently listed, said position(s) shall receive pay commensurate with similar positions already in the contract until the expiration of said contract in the next round of formal negotiations.

Number of Positions- The number of positions is for information purposes only and have not been bargained.

II Athletic Positions **Base-$37,000**

High School					
Gender	**Sport**	**Level**	**Index**	**~~2025-2026~~ 2026-2027 Stipend**	**Number of Positions**

Boys	Baseball	Varsity	0.1450	$5,365	1
Boys	Baseball	Asst.	0.0725	$2,683	3
Boys	Baseball	JV	0.0725	$2,683	2
Boys	Baseball	Freshman	0.0580	$2,146	1
Boys	Basketball	Varsity	0.3923	$14,516	1
Boys	Basketball	Asst.	0.1150	$4,255	1
Boys	Basketball	JV	0.1150	$4,255	2
Boys	Basketball	Freshman	0.0920	$3,404	2
Boys	Cross Country	Varsity	0.1150	$4,255	1
Boys	Cross Country	Asst.	0.0575	$2,128	1
Boys	Volleyball	Varsity	0.1450	$5,365	1
Boys	Volleyball	Asst.	0.0925	$3,423	2
Boys	Volleyball	JV	0.0925	$3,423	2
Boys	Volleyball	Freshman	0.0750	$2,775	1
Boys	Football	Varsity	0.3923	$14,516	1
Boys	Football	Asst.	0.1150	$4,255	11
Boys	Football	JV	0.1150	$4,255	6
Boys	Football	Freshman	0.0920	$3,404	7
Boys	Golf	Varsity	0.1150	$4,255	1
Boys	Golf	Asst.	0.0575	$2,128	1
Boys	Soccer	Varsity	0.1450	$5,365	1
Boys	Soccer	Asst.	0.0725	$2,683	1
Boys	Soccer	JV	0.0725	$2,683	3
Boys	Swimming	Varsity	0.1450	$5,365	1
Boys	Swimming	Asst.	0.0725	$2,683	2
Boys	Swimming	Diving (Fr. Equiv)	0.0580	$2,146	1
Boys	Tennis	Varsity	0.1150	$4,255	1
Boys	Tennis	Asst.	0.0575	$2,128	1
Boys	Track	Varsity	0.1450	$5,365	1
Boys	Track	Asst.	0.0725	$2,683	4
Boys	Track	Freshman	0.0580	$2,146	1
Boys	Unified Track	Head	0.0366	$1,354	1
Boys	Unified Track	Asst	0.0160	$592	1
Boys	Wrestling	Varsity	0.1450	$5,365	1
Boys	Wrestling	Asst.	0.0725	$2,683	3
Boys	Wrestling	Freshman	0.0580	$2,146	1
Girls	Softball	Varsity	0.1450	$5,365	1
Girls	Softball	Asst	0.0725	$2,683	5
Girls	Softball	JV	0.0725	$2,683	1
Girls	Basketball	Varsity	0.3923	$14,516	1

Girls	Basketball	Asst	0.1150	$4,255	2
Girls	Basketball	JV	0.1150	$4,255	1
Girls	Basketball	Freshman	0.0920	$3,404	3
Girls	Cross Country	Varsity	0.1150	$4,255	1
Girls	Cross Country	Asst	0.0575	$2,128	1
Girls	Volleyball	Varsity	0.1450	$5,365	1
Girls	Volleyball	Asst	0.0925	$3,423	1
Girls	Volleyball	JV	0.0925	$3,423	1
Girls	Volleyball	Freshman	0.0750	$2,775	1
Girls	Golf	Varsity	0.1150	$4,255	1
Girls	Golf	Asst	0.0575	$2,128	1
Girls	Soccer	Varsity	0.1450	$5,365	1
Girls	Soccer	Asst	0.0725	$2,683	2
Girls	Soccer	JV	0.0725	$2,683	2
Girls	Swimming	Varsity	0.1450	$5,365	1
Girls	Swimming	Asst	0.0725	$2,683	2
Girls	Swimming	Diving (Fr Equiv)	0.0580	$2,146	1
Girls	Tennis	Varsity	0.1150	$4,255	1
Girls	Tennis	Asst	0.0575	$2,128	1
Girls	Track	Varsity	0.1450	$5,365	1
Girls	Track	Asst	0.0725	$2,683	3
Girls	Track	Freshman	0.0580	$2,146	1
Girls	Wrestling	Varsity	0.1450	$5,365	1
Girls	Wrestling	Asst.	0.0725	$2,683	2
Girls	Wrestling	Freshman	0.0580	$2,146	1
Girls	Gymnastics	Varsity	0.1450	$5,365	1
Girls	Gymnastics	Asst	0.0725	$2,683	1
Girls	Unified Track	Head	0.0366	$1,354	1
Girls	Unified Track	Asst	0.0160	$592	1
Combined	Aquatics Director		0.0843	$3,119	1
Combined	Ath. Trainer	Head	0.4350	$16,095	1
Combined	Ath. Trainer	Asst	0.2175	$8,048	1
Combined	Ath. Trainer.	Asst. Shared (T/J)	0.1500	$5,550	1
Combined	Ath. Event Supv.	Fall	0.0433	$1,602	3
Combined	Ath. Event Supv.	Winter	0.0433	$1,602	2
Combined	Ath. Event Supv.	Spring	0.0433	$1,602	3
Combined	Fall Weight Room	Supervisor	0.1150	$4,255	1
Combined	Winter Weight Room	Supervisor	0.1150	$4,255	1
Combined	Spring Weight Room	Supervisor	0.1150	$4,255	1

Junior High School					
Gender	**Sport**	**Level**	**Index**	**~~2025-2026~~ 2026-2027 Stipend**	
Girls	Basketball	8	0.0750	$2,775	2
Girls	Basketball	7	0.0750	$2,775	2
Girls	Cross Country	All	0.0200	$740	1
Girls	Golf	All	0.0200	$740	1
Girls	Gymnastics	All	0.0600	$2,220	1
Girls	Soccer	All	0.0600	$2,220	2
Girls	Softball	8	0.0550	$2,035	2
Girls	Softball	7	0.0550	$2,035	1
Girls	Swimming	All	0.0600	$2,220	1
Girls	Tennis	All	0.0200	$740	2
Girls	Track	8	0.0550	$2,035	2
Girls	Track	7	0.0550	$2,035	1
Girls	Volleyball	8	0.0600	$2,220	2
Girls	Volleyball	7	0.0600	$2,220	2
Boys	Baseball	8	0.0550	$2,035	1
Boys	Baseball	7	0.0550	$2,035	1
Boys	Basketball	8	0.0750	$2,775	2
Boys	Basketball	7	0.0750	$2,775	2
Boys	Cross Country	All	0.0200	$740	1
Boys	Football	8	0.0600	$2,220	6
Boys	Football	7	0.0600	$2,220	2
Boys	Golf	All	0.0200	$740	1
Boys	Soccer	All	0.0600	$2,220	2
Boys	Swimming	All	0.0600	$2,220	1
Boys	Tennis	All	0.0200	$740	1
Boys	Track	8	0.0550	$2,035	3
Boys	Track	7	0.0550	$2,035	1
Boys	Wrestling	All	0.0600	$2,220	4
Combined	Swimming	All	0.1000	$3,700	4
Combined	Diving	All	0.0400	$1,480	1
	TJHS Athletic Director	Head	0.2000	$7,400	1
	TJHS Athletic Director	Asst	0.0900	$3,330	2
Intermediate School					
Gender	**Sport**	**Level**	**Index**	**~~2025-2026~~ 2026-2027 Stipend**	

All	Track	6	0.0100	$370	1
All	Basketball	6	0.0200	$740	3
All	Volleyball	6	0.0150	$555	1
All	Baseball	6	0.0150	$555	1
All	Track	5	0.0100	$370	1
All	Basketball	5	0.0200	$740	3
All	Volleyball	5	0.0150	$555	1
All	Baseball	5	0.0150	$555	1
All	Soccer	Head	0.0200	$740	1
All	Soccer	Asst 6th	0.0100	$370	1
All	Soccer	Asst 5th	0.0100	$370	1
	SIS Activities Director		0.0506	$1,872	1
Elementary School					
Gender	**Sport**	**Level**	**Index**	**~~2025-2026~~ 2026-2027 Stipend**	
All	Baseball	4	0.0150	$555	1
All	Basketball	4	0.0150	$555	8
All	Soccer	4	0.0100	$370	0
All	Track	4	0.0100	$370	8
All	Volleyball	4	0.0150	$555	8
	Athletic Coordinator		0.0200	$740	1

APPENDIX D

GRIEVANCE FORM

Lafayette Education Association - Lafayette School Corporation

Grievance Number_____

Distribution:
1. Association
2. Grievant
3. Immediate Supervisor
4. Corporation

Name of Grievant_____Date Filed_____

Building _____Assignment _____

LEVEL ONE

A. Date Grievance Occurred _____

B. Article and Section Believed Violated _____

C. Statement of Grievance _____
_____
_____

D. Relief Sought_____
_____
_____

_____ _____ _____
Grievant's Signature Assoc. Rep.'s Signature Date

E. Disposition by building Principal _____
_____
_____

_____ _____
Principal's Signature Date

F. Position of Grievant and/or Association _____

_____

_____

_____ _____ _____

Grievant's Signature Assoc. Rep's Signature Date

GRIEVANCE FORM 2

Grievance Number_____

Distribution:
1. Association_____
2. Grievant _____
3. Immediate Supervisor _____
4. Corporation _____

Name of Grievant _____ Date Filed_____

Building _____ Assignment _____

LEVEL TWO

A. Date of Appeal to Superintendent _____

B. Grounds for Appeal _____

_____

_____

_____

_____ _____ _____

Grievant's Signature Assoc. Rep.'s Signature Date

C. Date, Time, and Place of Meeting with Board or Designee ____

_____

D. Disposition by Board or Designee _____

_____

_____

_____

_____ _____

Board or Designee's Signature Date

E. Position of Grievant and/or Association _____

_____

_____ _____ _____

Grievant's Signature Assoc. Rep.'s Signature Date

APPENDIX E

LAFAYETTE SCHOOL CORPORATION
2300 Cason Street, Lafayette, IN 47904

Application for BUSINESS LEAVE, POLITICAL LEAVE, ADOPTION LEAVE, ADVANCED STUDY LEAVE OR STUDY LEAVE FROM SUMMER SCHOOL, PARENTAL LEAVE, SABBATICAL LEAVE OR PROFESSIONAL LEAVE.

Name of type of leave listed in Title of Application for which request is made: _____

Mr., Mrs., Miss, Ms. _____
Last, First, Middle, Maiden

Present Position: _____
School, Grade, Subject

Leave request for (during) year: _____

Highest degree held: _____

Purpose of leave (give starting and ending dates): _____

_____

_____

_____

Date:_____Applicant:_____

Date:_____Principal or Supvsr.:_____

** ** ** ** ** ACTION ON LEAVE APPLICATION ** ** ** ** **

Recommendation of Principal or Supervisor to the
Superintendent of Schools: Yes_____ No_____ Remarks: _____

_____

Date:_____Principal or Supervisor_____

Recommendation by Superintendent to the Board of School Trustees: Yes_____ No

_____ Remarks: _____

_____

Date:_____ Superintendent:_____

Action by the Board of School Trustees

_____

Date:_____School Board Pres.:_____

After Decision:	Original_____	Employee
	Copy_____	Superintendent
	Copy_____	Supvsr/Principal
	Copy_____	Bus. Department

APPENDIX F

LAFAYETTE SCHOOL CORPORATION
2300 Cason Street, Lafayette, IN 47904

SEVERANCE PAY APPLICATION

Mr., Mrs., Miss, Ms.,_____

Present Position:_____
School, Grade, Subject

Number of years employed by Lafayette School Corporation:_____

Age:_____

Number of years of Military Credit granted by the Lafayette School Corporation:_____

Number of years employed in public schools other than Lafayette School Corporation:_____

Highest Degree Held:_____

I Hereby Give Written Intention to Sever my Employment in the Lafayette School Corporation on:_____
Date

I understand that this SEVERANCE PAY APPLICATION is binding as a written resignation on the date indicated above. However, upon written request submitted to the Superintendent of Schools at least 75 days prior to the indicated date of severance, the Board of School Trustees will consider such request to continue working beyond the designated date.

(See the Severance Retirement Pay Application Attachment, which is to be considered a part of this form).

Date:_____Applicant:_____
Signature

LAFAYETTE SCHOOL CORPORATION
2300 Cason Street, Lafayette, IN 47904

(ATTACHMENT)

In order to budget for severance pay, the SEVERANCE PAY APPLICATION must be submitted at least one calendar year in advance.

If highly unusual circumstances occur, such as serious personal illness, the Board of School Trustees will consider a special SEVERANCE PAY APPLICATION from eligible applicants, even though the submittal deadline for such application is passed.

Those eligible retirees will receive their severance pay with all final payments made on or before June 30th of the employee's final payment year.

In case of death of the eligible employee, all Severance Pay Benefits will be paid to the Beneficiary(s) named in the Term Life Insurance Application.

** ** ACTION ON SEVERANCE PAY APPLICATION ** **

Recommendation by Superintendent to the Board of School Trustees:_____

_____

_____

_____

_____

Date:_____School Board Pres.:_____
Signature

After Decision:

Original	Employee
Copy	Superintendent
Copy	Bus. Department

APPENDIX G

LAFAYETTE SCHOOL CORPORATION
2300 Cason Street, Lafayette, IN 47904

APPLICATION FOR PREGNANCY/CHILDBIRTH LEAVE

Ms._____
Last, First, Middle, Maiden

Present Position:_____
School, Grade, Subject

Date of Requested Leave: START:_____

EXPECTED DATE OF RETURN (This date is tentative for it can be extended by medical complications or needed care of newborn infant).:_____

Recommendation by Superintendent to the Board of School Trustees:_____
_____

Date:_____Superintendent:_____

Action by the Board of School Trustees:_____

_____

Date:_____School Board Pres.:_____

After Decision:

Original_____	Employee
Copy_____	Superintendent
Copy_____	Bus. Department

APPENDIX H

LAFAYETTE EDUCATION ASSOCIATION SICK LEAVE BANK

I. Personal Information

Name:_____Age:_____Date: _____
Home Address:_____Home Phone:_____
School Assignment:_____School Phone _____
Number of Years in Lafayette System:_____

II. Sick Leave Information

Nature of Illness:_____

List dates absent from work because of medical disability or injury. This must total at least thirty (30) days before application is made to Sick Leave Bank.

Dates Dates

Total Days:_____

III. Contract Information

Date contract commences:_____
Date contract terminates: _____

Supplemental contracts held:_____
Commences:_____
Terminates:_____

IV. Request for Advance Sick Leave

Date sick leave will commence:_____Terminates:_____
Place of confinement: _____
Reason for Leave: _____

Bank Action: _____Granted _____Denied _____Days Granted

APPENDIX I
Early Retirement Credited as of the end of the 2001-2002 School Year

L/Name	F/Name	LSC Yrs	Early Retirement Earned
Allen	Jodi	1.5	$1,250
~~Banning~~	~~Jennifer~~	~~9~~	~~$11,250~~
Barrett	Shelley	6	$7,500
~~Beeler~~	~~Steve~~	~~7~~	~~$8,750~~
Bettag	Brian	2	$2,500
Blocher	Andrea	7	$8,750
~~Branstetter~~	~~Laura~~	~~16~~	~~$20,000~~
Brown	Erin	1	$1,250
Buckles	Anne	3	$3,750
Carmin	Kathy	11	$13,750
Clark	Andrea	3	$3,750
Clevenger	Jeffrey	14	$17,500
Cole	Ryan	3	$3,750
~~Custer~~	~~Anne~~	~~3~~	~~$3,750~~
DeYoung	Mitzi	1	$1,250
Dienhart	Karleen	10	$12,500
Fernandez	Martin	2	$2,500
Fitzgerald	Don	9	$11,250
~~Garrett~~	~~Charles~~	~~8~~	~~$10,000~~
Gillen	Michelle	9	$11,250
~~Grover~~	~~Mida~~	~~6~~	~~$7,500~~
Gullion	Laura	6	$7,500
~~Herber~~	~~Charles~~	~~16~~	~~$20,000~~
Hoefer	Louis	1	$1,250
Hollandbeck	Carin	6	$7,500
Holdman	Tracy	3	$3,750
Igo	Kevin	7	$8,750
Jones	Lisa	3	$3,750
Kerns	Kelly	3	$3,750
Koebcke	Julie	6	$7,500
Leuck	Pamela	14	$17,500
Lewis	Terri	15	$18,750
Mark	Laura	10.5	$12,500
Masoodi	Omar	11	$13,750
McCoy	Anna	12	$15,000
McCoy	Michael	7	$8,750
McTagertt	Scott	3	$3,750
Nagler	Michelle	5	$6,250
Pearl	Shawna	9	$11,250
Peterson	Vashali	4	$5,000

Potter	Lisa	6.5	$7,500
~~Prather~~	~~Melanie~~	~~17~~	~~$21,250~~
Reif	Diana	6	$7,500
Roetker	Lisa	13	$16,250
Satterfield	John	3	$3,750
Simmons Jr.	Lamar	14	$17,500
Smith-Margraf	Jennifer	2	$2,500
~~Sommers~~	~~Julie~~	~~9~~	~~$11,250~~
Sotelo	Deana	2	$2,500
Sperry	Valerie	9	$11,250
Sumrall	Julie	4	$5,000
Valencia	Teresa	5	$6,250
Vandeveer	Janette	5	$6,250
Whiteman	Ronald	9	$11,250
Wien	Jennifer	2	$2,500
~~Womack~~	~~Glenn~~	~~17~~	~~$21,250~~

Appendix J
401 (A) Value Schedule

	Rate	End of School Year as of 7/01	Years in New Plan	Contribution	401(a) Value
	0.00%	2002-2003	1	$600	$600
	4.00%	2003-2004	2	$1,200	$1,912
	5.00%	2004-2005	3	$600	$2,624
	4.25%	2005-2006	4	$1,000	$3,774
	5.25%	2006-2007	5	$1,000	$5,002
	5.25%	2007-2008	6	$1,000	$6,295
	6.00%	2008-2009	7	$1,000	$7,711
	3.65%	2009-2010	8	$600	$8,614
	3.50%	2010-2011	9	$1,400	$10,351
	4.00%	2011-2012	10	$1,000	$11,392
	3.00%	2012-2013	11	$1,000	$12,748
	3.00%	2013-2014	12	$1,000	$14,146
	3.00%	2014-2015	13	$1,000	$15,586
	4.00%	2015-2016	14	$1,000	$17,235
	3.00%	2016-2017	15	$1,000	$18,773
	3.00%	2017-2018	16	$1,000	$20,358
	3.00%	2018-2019	17	$1,000	$21.991
	3.00%	2019-2020	18	$1,000	$23,674
	3.00%	2020-2021	19	$1,000	$25,407
	3.00%	2021-2022	20	$1,000	$27,194
*	3.00%	2022-2023	21	$1,000	$29,035
*	3.00%	2023-2024	22	$1,000	$30,932
*	3.00%	2024-2025	23	$1,000	$32,887
*	3.00%	2025-2026	24	$1,000	$34,901
*	3.00%	2026-2027	25	$1,000	$36,976
*	3.00%	2027-2028	26	$1,000	$39,115
*	3.00%	2028-2029	27	$1,000	$41,318
*	3.00%	2029-2030	28	$1,000	$43,589
*	3.00%	2030-2031	29	$1,000	$45,928
*	3.00%	2031-2032	30	$1,000	$48,339
*	3.00%	2032-2033	31	$1,000	$50,823
*	3.00%	2033-2034	32	$1,000	$53,383
*	3.00%	2034-2035	33	$1,000	$56,020
*	3.00%	2035-2036	34	$1,000	$58,738
*	3.00%	2036-2037	35	$1,000	$61,539
*	3.00%	2037-2038	36	$1,000	$64,424
*	3.00%	2038-2039	37	$1,000	$67,397
*	3.00%	2039-2040	38	$1,000	$70,461
*	3.00%	2040-2041	39	$1,000	$73,618
*	3.00%	2041-2042	40	$1,000	$76,871

Lafayette School Corporation
~~2025-2026~~ 2026-2027 Ratification Timeline

- ~~**September 4, 2025**~~ **September 10, 2026**
  - Notice of the ~~**September 8, 2025**~~ **September 14, 2026** Public Hearing Meeting to take public testimony to discuss the mandatory subjects of bargaining was sent to local news media outlets, posted on the district's website and posted outside of the boardroom.

- ~~**September 8, 2025**~~ **September 14, 2026**
  - Public Hearing Meeting to take public testimony to discuss the mandatory subjects of bargaining was held.

- ~~**October 29, 2025**~~ **October 29, 2026**
  - Notice of ~~**November 3, 2025**~~ **November 2, 2026** Tentative Collective Bargaining Agreement Public Meeting was sent to local news media outlets, posted on the district's website and posted outside of the boardroom.

- ~~**October 30, 2025**~~ **October 29, 2026**
  - Tentative Collective Bargaining Agreement was posted on the Lafayette School Corporation website.

- ~~**November 3, 2025**~~ **November 2, 2026**
  - Public School Board Tentative Collective Bargaining Agreement Public Meeting was held.

- ~~**November 5, 2025**~~ **November 5, 2026**

  Notice of ~~November 10, 2025~~ **November 10, 2026** Board Ratification Public Meeting was sent to local news media outlets, posted on the district's website and posted outside of the boardroom.

- ~~**November 10, 2025**~~ **November 10, 2026**
  - Public School Board Meeting was held to Ratify the Tentative Collective Bargaining Agreement.
  - The Tentative Collective Bargaining Agreement was approved by the Lafayette School Corporation Board of Trustees.

ARTICLE VIII
TERM OF CONTRACT

The term of the agreement is from ~~July 1, 2025~~ July 1, 2026 through ~~June 30, 2026~~ June 30, 2027 for all Articles and Sections. This contract is entered into this 10th day of November, ~~2025~~ 2026.

The undersigned attest to the following:

1. A public hearing was held in compliance I.C. § 20-29-6-1(b) on ~~September 8, 2025~~ September 14, 2026, to take public testimony to discuss the mandatory subjects of bargaining and electronic participation from the parties and/or public was permitted; and

2. A public meeting was held in compliance with I.C. § 20–29–6–19 on ~~November 3, 2025~~ November 2, 2026, to discuss the tentative collective bargaining agreement and electronic participation from the governing body and/or public was permitted; and

3. A public meeting was held in compliance with I.C. § 20–29–6–19 on ~~November 10, 2025~~ November 10, 2026, to ratify the tentative collective bargaining agreement and electronic participation from the parties and/or public was permitted.

THE BOARD OF SCHOOL TRUSTEES OF
THE LAFAYETTE SCHOOL CORPORATION
LAFAYETTE, INDIANA

BY_____ _____
President Board Representative

_____ _____
Board Representative Board Representative

THE LAFAYETTE EDUCATION ASSOCIATION, INC
LAFAYETTE, INDIANA

BY_____ _____
Co-President Chairperson Negotiating Committee

_____ _____
Co-President Member Negotiating Committee