LAFAYETTE SCHOOL CORPORATION

BOARD OF SCHOOL TRUSTEES | COLLECTIVE BARGAINING AGREEMENT

To:	Board of School Trustees, Lafayette School Corporation
From:	Brandon Hawkins, Director of Human Resources
Date:	November 2, 2026
Subject:	2026–2027 Board of School Trustees of the Lafayette School Corporation Collective Bargaining Agreement with the Lafayette Education Association

The Lafayette School Corporation (LSC) and Lafayette Education Association (LEA) reached a tentative agreement for the 2026–2027 collective bargaining season on October 7, 2026. The LEA ratified the tentative agreement on Tuesday, October 27, 2026. The following summarizes the principal provisions for Board consideration.

Key provisions of the tentative agreement

- Returning-teacher base salary increases: $700 for teachers with one year of experience; $800 for two years; $900 for three years; and $1,000 for four or more years.
- Compensation model: negotiated salary-increase factors are Experience (50%) and Academic Needs (50%). Experience requires at least 120 instructional days of qualifying licensed teaching service in a school year. Academic Needs focuses on retaining teachers employed by LSC in the preceding school year who continue with the Corporation.
- Literacy endorsement: before applying the negotiated increases, an eligible teacher's base salary is adjusted as needed to maintain a $150 differential relative to an otherwise similarly credentialed teacher without the endorsement.
- Length-of-service stipend: a one-time $150 stipend for teachers with at least 10 years of LSC experience as a certified teacher.
- Initial placement of newly hired teachers: the 2026–2027 initial placement schedule maintains a $45,000 starting salary in Column I (bachelor's degree) and sets $46,500 at Level A in Column II (advanced degree). The initial placement schedule is used for new hires only; the full schedule is in the proposed agreement.
- Speech-language pathologist certification: revised language provides a $2,000 annual stipend for qualifying certification, as detailed in the agreement.
- Special education IEP preparation: increases designated IEP workdays from two to three, subject to the scheduling and substitute-availability provisions in the agreement.
- Extracurricular assignments (ECA): adds or revises assignments for elementary robotics, JHS Red Cross Club, intermediate soccer, unified sports, and mentoring; removes specified discontinued club and activity assignments. The ECA calculation base remains $37,000.

ECA assignment changes at a glance

Added assignments include 8 elementary robotics positions; 1 JHS Red Cross Club; 3 intermediate soccer positions; 2 JHS unified bocce and 2 unified bowling positions; and 55 mentoring assignments across JHS, TJHS, SIS, and elementary schools. Deleted assignments include JHS Super Mileage Team, Sweetheart Dance, Volleyball Club and Girls Wrestling Club, plus TJHS Industrial Arts Club and Crossing Cultures. Specific rates and counts appear in the tentative agreement summary.

Ratification and administrative recommendation

The Lafayette Education Association ratified the tentative agreement on October 27, 2026. At the November 10, 2026, business meeting, administration will recommend that the Board of School Trustees ratify the 2026–2027 Collective Bargaining Agreement between Lafayette School Corporation and the Lafayette Education Association, as presented in the Board materials.

The complete proposed collective bargaining agreement, including the compensation model, initial salary placement schedule, ECA schedule, and revised contractual language, were posted on the LSC website as of Thursday, October 29, 2026 and are available to the Board through Boardbook.

Sincerely,

Brandon Hawkins
Director of Human Resources
Lafayette School Corporation