CONTRACT BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
LEWIS CASS SCHOOLS
AND THE
LEWIS CASS EDUCATION ASSOCIATION

THIS CONTRACT also called "Agreement"

ENTERED INTO BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE LEWIS CASS SCHOOLS,
HEREINAFTER CALLED THE "BOARD" or the "School Corporation",
AND
THE LEWIS CASS EDUCATION ASSOCIATION,
AN AFFILIATE OF THE INDIANA STATE TEACHERS ASSOCIATION
AND THE NATIONAL EDUCATION ASSOCIATION,
HEREINAFTER CALLED "ASSOCIATION".

For the 2025-2027 School Years

ARTICLE I
RECOGNITION

A. The Board of School Trustees of Lewis Cass Schools hereby recognizes the Lewis Cass Education Association as the exclusive representative of all certificated employees in the following bargaining unit:

All certificated employees as defined in Indiana Code 20-28 in Lewis Cass Schools except for: Superintendent, Assistant Superintendents, Business Managers, Supervisors, Principals, Vice Principals, Athletic Director, Special Education Director, Maintenance Director, Technology Director and Poly Technical Education Director.

B. Definitions

1. The term "teacher" when used in this contract shall refer to all certificated personnel employed by the Board except the superintendent, assistant superintendents, business managers, supervisors, principals, vice principals, athletic director, special education director, maintenance director, technology director and poly technical education director.

2. The term "Board" and "Association" shall include authorized officers, representatives and agents.

3. The term "School Corporation" when used in this contract shall refer to the Lewis Cass Schools in the County of Cass in the State of Indiana.

4. Lewis Cass Schools has chosen to provide for a limited program for job sharing. The phrase "Job Sharing" shall mean two Bargaining Unit members sharing one fulltime position. Job sharers, under regular contract, shall not be deemed part-time teachers.

ARTICLE II
GENERAL PROVISIONS

Section 1.

This Agreement shall supersede any rules, regulations, or practices of the Board that are contrary to or inconsistent with the terms of this Agreement.

Section 2.

If any provision of this Agreement, or any application of this Agreement to a teacher or group of teachers is held to be contrary to law, then such provision 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.

ARTICLE III
COMPENSATION AND EXPENSES

Section 1.

a. Teachers shall be compensated per Appendix A. Compensation increases will be distributed within 3 payrolls of complete ratification of this Agreement. The retroactive money will be distributed in one lump payment.

The letters in Appendix A Salary Range equate to years of experience for new hires (i.e. A=0 yrs, B=1yr, C=2yrs, etc...). To address hard to fill positions, the superintendent will be granted three steps of flexibility in placement in either direction from where the new hire would be placed based on years of experience.

Section 2.

a. The schedule of compensation for extra-curricular activities for the school year is based on a percentage of $45,000 and is set forth in Appendix B attached to and incorporated in this Agreement.

b. If two or more teachers share additional time and responsibilities for the same extra-curricular activity, the scheduled compensation shall be apportioned between them on a pro-rata basis.

c. A teacher receiving compensation for extra-curricular duties, and who must be replaced by a substitute because of temporary absence or incapacity, shall have the full cost of substitute pay deducted from the scheduled extra-curricular compensation.

d. The Board is not obligated to appoint a teacher to any extra-curricular position listed in Appendix B, nor does Appendix B prevent the Board from establishing extra-curricular duties not listed therein.

e. All ECA payments are based upon the completion of a full season. If there is a shortened season or a position is vacated, payment will be prorated based upon 25%, 50% or 75% depending on the proportion of the season worked by the teacher.

Section 3.

Teacher salary and supplement schedules shall become effective with the first working day in the fall. Salary will then be paid in twenty-six (26) equal installments by direct deposit or any form of electronic payment provided by the School Corporation and selected by the teacher.

Section 4.

The Board will pay school counselors their per diem rate if they are directed to work any day prior to or after the school year in excess of the contracted days in the collective bargaining agreement.

Section 5.

A teacher of summer school shall be paid for each hour of instruction at an hourly rate based on the teacher's individual base salary.

Section 6.

Teachers assigned by their building administrator to a professional development activity that falls entirely outside of the school day will receive a $100.00 stipend per day. To receive the stipend, the teacher must complete and submit to Central Office the professional development voucher form.

Section 7.

A teacher who possesses a Master's degree in an IDOE content area or in Elementary Education, Secondary Education, or in Administration and Education or any other master's degree approved by the Superintendent will receive a $2,000 stipend each year of the contract. In both contract years, if a teacher newly attains a master's degree, then the stipend will be issued within three payrolls following the teacher's submission of documentation to Central Office confirming the teacher has attained the master's degree.

Section 8.

Effective on the date of complete ratification of the contract, a teacher who is required to forego their entire preparation period to cover a period for another teacher will be paid at $20.00 per period. An elementary teacher who takes on the supervision of a class for another elementary teacher will be paid $20.00 for each entire period of coverage. Teachers who are required to forego their entire preparation period to provide translation services will receive $20 per period. Teachers providing class coverage must submit their hours covered by no later than the last teacher work day at the end of each semester.

Section 9.

The School Corporation will reimburse any teacher one time for the cost of taking the Praxis test to attain their literacy endorsement. The School Corporation shall make this payment regardless of whether the teacher must attain a literacy endorsement, and regardless of the outcome of the test. The reimbursement shall be paid to the teacher within three payrolls following the teacher's submission of documentation to Central Office showing the receipt for the test and proof that the teacher took the test.

Section 10.

For informational purposes only: The School Corporation agrees to establish a committee to explore compensation, including but not limited to stipends and tuition reimbursement, for teachers who teach dual credit or Advanced Placement courses. The committee shall provide recommendations to the bargaining teams by the conclusion of the 2026-2027 school year.

ARTICLE IV
JOB SHARING

The School Corporation has chosen to implement a program for Job Sharing by teachers as provided herein. Teachers participating in such a program shall be entitled to all the rights and privileges under this Agreement. However, the parties agree that the Board does not incur additional obligations, responsibilities or liability occasioned by two persons rather than one filling a position.

(a) A job sharing team shall be composed of two (2) Bargaining Unit members, under regular contract, who agree to work together to share one Bargaining Unit position on a "fifty-fifty" basis due to splitting the duties of the positions.

(b) The Board shall pay each such teacher one-half (1/2) the salary he/she would receive if he/she were a full-time teacher and shall, on their behalf, pay one-half (1/2) the amount toward the applicable fringe benefits set forth in this Agreement that the Board pays for full-time teachers. Both members of a job sharing team shall be responsible for attending all faculty meeting Parent-Teacher Conferences, and in-service sessions which the full-time Bargaining Unit employees assigned to their building are required to attend.

Any other gainful employment by a member of the job sharing team must not interfere with the member's ability to fulfill the teaching and other responsibilities pursuant to the job sharing plan. It is understood that the pro-ration of fringe benefits for job sharers is a part of this program and shall not establish any precedent as regards to any other Bargaining Unit members.

ARTICLE V
RETIREMENT PAY

Section 1

Individuals hired after the beginning of the 1975-76 school year and who were not in Tier 1 under the severance buy-out agreement of the 2004-2007 contract shall have each year an amount equal to 1% of the individual's per year base pay deposited in the employee's name in the individual's Section 403(b) account. This 1% per year deposit into the individual's Section 403(b) account is separate from and not subject to the matching funds requirement spelled out in Section 8-1 of this Article. Individuals hired beginning in June 2003 shall become vested the monies deposited in these hired beginning in June 2003 shall become vested the monies deposited in these accounts at the rate of thirty-four percent (34%) in the first year of employment, thirty-four percent (34%) in the second year of employment, and thirty-two percent (32%) in the third year of employment.

Section 2. Retirement Saving Plan

1. Voluntary Matching Annuity and Board Contribution. Each employee shall have the option of investing in tax-deferred annuities to the maximum extent allowable under Federal Law in a 403(b) vehicle, of which up to the following percentage of the employee's salary will be matched by the employer on a dollar for dollar basis:

   2025 - 2027 - 3.25%

   The employer shall deposit the matching funds for each employee into an account for the employee in a tax-deferred annuity program sponsored by Horace Mann. Such contribution shall be maintained at the three and one-quarter percent (3.25%) for each school year.

2. Investment Management Fund.

Any change in the current investment management program will be based on a joint decision of the Board and Association.

3. Coordination with Other Individual Annuities

School employees shall have the option of continuing to invest their individual dollars in tax-deferred annuities mutually approved and being used during the 1997-1998 school year, for which the money is already being deducted from employee's salary, if any, or the tax deferred annuity offered by Horace Mann. The Retirement Savings Plan is in addition to existing tax deferred annuity programs.

4. Vesting and Death Benefits

Once contributions are made by the employee and the employer on behalf of the employee, all assets of the accounts become the property of the employee and in the event of death, his/her designated beneficiaries, or lacking same, estate. Individuals hired beginning in June 2003 shall become vested the monies deposited in these accounts at the rate of thirty-four percent (34%) in the first year of employment, thirty-four percent (34%) in the second year of employment, and thirty-two percent (32%) in the third year of employment.

5. Board Contribution

The Board shall make its contribution for the contract in twelve (12) monthly payments each school year.

ARTICLE VI
FRINGE BENEFITS

Section 1.

The Board will continue to pay all premiums, less one (1) dollar which shall be paid by each teacher, for a fifty thousand dollar ($50,000) plan of group term insurance. Group term life insurance is not available for retired employees.

Section 2.

The Board shall be responsible for contributing the following annual amounts toward the health insurance premiums for the health insurance plan selected by the teacher. Participating teachers shall pay through the payroll deduction, the difference between the full costs of the program and the Board's contribution. The School Corporation will pick up 100% of any premium increase that goes into effect on January 1, 2026. Therefore, the Board contribution amounts for the remainder of 2025, all of 2026, and the first half of 2027 if no re-opener will be as follows:

	Corp Contribution
PPO PLAN – SINGLE	$ 9,620.68
PPO PLAN FAMILY	$ 22,253.40

HDHP-1 SINGLE	$ 8,255.00
HDHP-1 FAMILY	$ 19,109.20
HDHP-2 SINGLE	$ 7,382.88
HDHP-2 FAMILY	$ 17,061.80

Section 3.

The Board will contribute all but $1.00 a year toward the insurance premium of the Income Protection Plan. The Income Protection Plan shall be a standard program subject to the normal restrictions of the carrier. Monthly benefits shall be sixty-six and two thirds percent (66 2/3%) of the teacher's monthly salary from the Board and shall not exceed a maximum monthly payment of $2,500.00. This coverage may be changed only with mutual consent of the Board and the Lewis Cass Education Association.

Section 4.

The benefits provided to employees by Section 125 of the Revenue Act of l978 shall be made available to any bargaining unit member so requesting. The salary schedule shall include a set aside for Section 125 benefits which includes nontaxable benefits of Major Medical, Long Term Disability, Short Term Disability, Section 79 Life, Non-reimbursed Medical, and Dependent Care.

Section 5.

The Board shall contribute the 3% teacher retirement fee due to the State Public Retirement System (INPRS).

Section 6. Wellness Incentive Program. Teachers who participate in the Wellness Programming as assigned under the Lewis Cass Health Plan and achieve the goals listed below will be eligible to receive the following reductions in their health insurance premium as follows:

- If Lewis Cass Health Plan participant participates in the Wellness Program: $15/month premium deduction. If the teacher's spouse is also employed by the Lewis-Cass School Corporation, then the teacher can receive an additional $15/month family premium deduction.

- If a Lewis Cass Health Plan participant is nicotine free: $20/month premium deduction. If the teacher's spouse is also employed by the Lewis-Cass School Corporation, then the teacher can receive an additional $20/month family premium deduction.

- If a Lewis Cass Health Plan participant achieves his/her wellness goal as established between the teacher and his/her wellness coach through the Lewis Cass Health Plan program: $15/month premium deduction. If the teacher's spouse is also employed by the Lewis-Cass School Corporation, then the teacher can receive an additional $15/month family premium deduction.

- For non- Lewis Cass Health Plan participants: Teachers who are not a Lewis Cass Health Plan participant can participate in the wellness program by paying $40. The School Corporation will cover the additional cost ($60).

- If teacher doesn't meet his/her wellness goal, the teacher may continue to be enrolled in the goal program and can still qualify in the next quarter for his/her incentive.
  - For example, January 1 is the teacher's start date in the wellness program. In March, if the teacher doesn't meet his/her goal, the teacher would not get the $15 deduction/month. In June, if the teacher meets his/her goal, then the teacher will receive the $15 deduction/month for the quarter.

Section 7: For informational purposes only: The School Corporation agrees to establish a committee to explore retirement bridge health insurance options. The committee shall provide recommendations to the bargaining teams by the conclusion of the 2026-2027 school year.

ARTICLE VII
PAID LEAVES OF ABSENCE

Section 1.

On the first day of the school year, each teacher on a regular teaching contract shall be credited with nine (9) days of sick leave at full compensation; except, teachers in their first year of teaching, who will be credited with eleven (11) days of such leave. One (1) additional sick leave day shall accrue to teachers for each month on an extended contract.

a. A teacher may accumulate up to 90 unused sick days. Teachers who have more than sixty (60) unused sick leave days after the retirement/severance buyout of 2003-04 will be allowed, on an individual basis, to accumulate a total number of sick leave days equal to what they had remaining immediately following the buyout.

b. Sick leave accumulated by a teacher prior to a leave of absence of not more than one (1) year shall be credited to the teacher upon return.

c. Sick leave shall be used only for the personal illness or disability of the teacher or the illness, major surgery, or serious accident involving a member of the immediate family. The term "immediate family" shall be construed to mean spouse, children, parents, or others living in the home of the employee and shall be taken in not less than one-half (1/2) day increments. After five (5) consecutive days of sick leave or ten (10) cumulative sick leave days in a semester, a medical statement for the absences may be required at the discretion of the Superintendent. ACCUMULATED SICK LEAVE MAY NOT BE USED AS TERMINAL LEAVE.

d. One (1) summer school day of absence shall be equivalent to one-half (1/2) of a regular school day.

e. Teachers on regular, full-time employment by the Board shall be eligible, when serving on summer employment in the Corporation, to have ½ sick leave day. The use of sick leave to conduct personal business is prohibited without the advanced consent of the Superintendent.

f. SICK LEAVE OR EMERGENCY BANK: The purpose of the Bank shall be to provide a teacher income protection in the event of illness or injury which exhausts his or her accumulated sick leave. Teachers may borrow days from the Bank in lieu of days for which they would have been paid had they not been disabled. The Bank shall accumulate up to two hundred fifty (250) days. New teachers shall be assessed one (1) sick day within the first two (2) months of employment. All teachers who have contributed at least one (1) day of sick leave will be eligible for Bank benefits. Teachers will be reassessed for the Bank only if the total number of days in the Bank is reduced to one hundred twenty (120) days.

The Bank shall be administered by a committee of six (6) teachers, at least one from each building. The committee will review, grant, deny, or suspend grants of leave from the Bank. The decision of the committee shall be final. The committee's decision will be conveyed to the corporation office within two work days of any official action.

The Lewis Cass Education Association President shall select one (1) of the members to serve as chairperson for the duration of this Agreement. Meetings may be called by the chairperson at the request of committee members. A majority of committee members shall be required for any official action of the committee.

Application for use of Sick Leave Bank days shall be made in writing to the chairperson of the Committee responsible for administering the Bank. The application shall be accompanied by a statement from the attending physician describing the nature of the disability, treatment being rendered, and the prognosis for a return to work. A maximum of forty (40) bank days will be allowed for a teacher during a contract year. Each applicant for Bank days shall consent to submit to medical examination and/or review of his/her medical history if it is deemed necessary by the committee.

Upon return to work, the teacher shall repay the Bank for days owed (number of days borrowed minus number of days contributed) at the rate of three (3) days per year. If a member retires, resigns, or for other reasons leaves the Corporation before repaying the Bank, the debt shall be waived.

g. In the event of a catastrophic medical event (i.e. cancer, heart attack/disease, liver or kidney disease, stroke, or accident) rendering the employee unable to fulfill his/her teaching responsibilities, and having exhausted all of his/her own sick leave as well as forty (40) days granted from the teachers' sick leave bank, additional sick leave days may, by joint agreement of the Superintendent and the President of the Association, be granted. These additional sick days would be added after the individual had exhausted the forty (40) days granted from the teachers' sick leave bank, and the total number of days granted may not exceed from all sources three and one-half (3-1/2) times the number of personal sick leave days the individual had at the beginning of the school year (i.e., an individual who began the school year with 60 sick leave days could take up to a total of 210 days - 60 personal sick days, an additional 40 days from the sick leave bank, and an additional 110 days pursuant to this provision).

Section 2.

Each teacher shall be entitled to a bereavement leave of five (5) consecutive school days in the event of a death in the immediate family, with full pay for regular school days.

Immediate family shall be defined as father, mother, sister, brother, child, wife, husband, father-in-law, mother-in-law, son-in-law, daughter-in-law, and any legal dependent residing in the teacher's household.

Multiple deaths resulting from the same cause within the immediate family shall be treated the same as a single death of paid leave. Each teacher may be entitled to two (2) bereavement leave days with pay in the event of death of a grandparent, grandchild, uncle, aunt, first cousin, nephew, niece, sister-in-law, and brother-in-law.

Teachers that are asked to attend a funeral as a participant (i.e. pallbearer, organist, etc.) will be excused without loss of compensation for such duty during the time of the funeral. Teachers are asked to give the building principal notification one day in advance of the absence.

Section 3.

Teachers will receive the difference between their salary and court pay when their attendance for jury duty is required by the judge. This includes teachers under contract for regular and/or summer school.

Section 4.

All professional personnel of the Corporation shall be allowed up to five (5) days personal business leave per year with pay, not accumulative as personal business leave and NOT deducted from sick leave. Such personal business leave, except in emergency, requires two (2) days prior notice.

Personal business leave will routinely be granted on request except for the last ten (10) teacher work days of the school year, days preceding or following legal or special holidays or student non-attendance days including the first and/or last day of the school year. Exceptions can, but MUST be approved in advance by the Superintendent.

In the event of emergency need of personal business days, or need in excess of the five (5) days specified by this article, a request must be submitted to the Superintendent for advance approval. The granting or denying of emergency personal business leave days or exceptions under this article is non-precedential and shall be at the sole discretion of the Superintendent after consultation with the Association President.

Unused personal days will be added to unused accumulated sick leave at the end of each year but may not exceed the maximum accumulation stated in Section 1.a. of this Article.

Section 5.

Upon initial application for the adoption of a child, the teacher shall notify the Superintendent of his/her intent to file for an Adoption Leave. The period of Leave shall commence when the child is turned over to the teacher/parent and shall not extend beyond one calendar year. In the case where both parents are teachers, only one teacher/parent would qualify for this Leave. A teacher may use accrued paid leave as permitted by law.

Section 6.

The Board shall release the Association President, or the Association President's designee(s), up to ten (10) days per school year. The released time may only be taken after consultation with the Superintendent, and with at least two (2) days' notice, unless otherwise agreed to by the Superintendent. No more than five (5) teachers may take an Association leave day on the same day unless otherwise agreed in advance by the Superintendent. The Association shall pay the cost of the substitute teacher(s) who replace(s) the Association President, or the Association President's designee(s), when on released time.

Section 7.

Teachers on approved, unpaid leaves of absence for more than one (1) month shall have the option to continue in any or all of the insurance programs provided for in this contract by paying the premiums at their own expense in a manner directed by the Central Office. The Board shall continue its contribution(s) to the insurance program(s) for those teachers during the first month of any approved leave of absence.

ARTICLE VIII
RETIRED TEACHERS RETURNING TO THE CLASSROOM

All retired teachers hired by the School Corporation shall be included in the bargaining unit.

Teachers who have retired from teaching may be rehired to teach part-time or full-time depending upon the School Corporation's need. Part-time returning teachers shall receive salary and applicable fringe benefits on a pro rata basis.

Neither the School Corporation nor the Association will be liable for any problem the returning retired teacher may have with the Indiana State Teachers Retirement Fund (ISTRF), the Social Security Administration, or the Internal Revenue Service (IRS) regarding their original retirement, their return to teaching, or subsequent second retirement.

Returning retired teachers benefits shall include all contract benefits except:

> Health and other insurances provided in Article VII, unless the insurance carrier agrees to enroll returning retired teachers.
>
> The severance and retirement benefits provided by this agreement.

ARTICLE IX
PROFESSIONAL GRIEVANCE PROCEDURE

Section 1.

A grievance is a claim or allegation by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of the contract which may be processed as a grievance as hereinafter provided.

Section 2.

In the event that a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his/her building principal or immediate supervisor, either personally or accompanied by an Association representative.

Section 3.

If, as a result of the informal discussion with the building principal or immediate supervisor, a grievance still exists, he/she may invoke the formal grievance procedure through the Association. The grievance must be filed within fifteen (15) work days of the date the grievant first knew or should have known of the alleged contract violation forming the basis of the grievance. The form shall be available from the Association representative in each building. A copy of the grievance form shall be delivered to the principal. If the grievance involves more than one (1) school building, it may be filed with the Superintendent or his appointed designee. The grievance report form is set forth in Appendix C.

Section 4.

Within five (5) calendar days of receipt of the grievance, the principal shall meet with the Association in an effort to resolve the grievance. The principal shall indicate his/her disposition of the grievance in writing within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association.

Section 5.

If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) calendar days of such meeting or ten (10) calendar days from the date of filing, whichever shall be later, the grievance shall be transmitted to the Superintendent. Within seven (7) calendar days, the Superintendent or his/her designee shall meet with the Association on the grievance and shall indicate his/her disposition of the grievance in writing within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association. Within ninety (90) days after receipt of the Superintendent's decision, the Association, upon written notice to the Superintendent, may appeal the Superintendent's decision to a court of competent jurisdiction. Failure by the Association to file an appeal with a court of competent jurisdiction within this ninety (90) day timeline constitutes a waiver of the right to appeal the grievance.

Section 7.

The time limits provided in this Article shall be strictly observed but may be extended by a written contract between the parties. In the event a grievance is filed after May 15 of any year, the Board shall cooperate in processing such grievance prior to the end of the school year.

Section 8.

Notwithstanding the expiration of this contract, any claim or grievance arising thereunder may be processed through the grievance procedure through resolution.

Section 9.

If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent or his/her designee directly, and the processing of such grievance shall be commenced at step two (2) of the formal grievance procedure.

Section 10.

All documents, communication, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

TERMS OF AGREEMENT

Money items in this Agreement shall be effective as of July 1, 2025 and shall continue in effect through June 30, 2027.

Potential Re-Openers:

1. This contract may be reopened by the School Corporation with respect to base salary increases during the 2026 formal bargaining window if the Fall 2026 ADM count falls below 30 students under the fall 2025 ADM count. (Ex. If Fall 2025 ADM is 1268, School Corporation may reopen this Agreement if Fall 2026 ADM count is below 1238).
2. This contract may be reopened by the Association with respect to base salary increases during the 2026 formal bargaining window if the Fall 2026 ADM count is greater than 30 students over the Fall 2025 ADM count. (Ex. If Fall 2025 ADM count is 1268, the Association may open this Agreement if Fall 2026 ADM is greater than 1298).
3. This contract may be reopened by the School Corporation with respect to health insurance premiums during the 2026 formal bargaining window if there is an increase in insurance rates projected for the 2027 calendar year.

MADE AND ENTERED INTO at Cass County, Indiana, by and between the Board of School Trustees of the Lewis Cass Schools and the Lewis Cass Education Association, both of Cass County, Indiana, and so attested to by their signatures below.

The undersigned attest to the following:

1. A public hearing was held in compliance with Indiana law on August 13, 2025, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with Indiana law was held on October 30, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.
3. A public meeting in compliance with Indiana law was held by the Board on the date set forth below for ratification of the tentative agreement. Electronic participation was not available.

BOARD OF SCHOOL TRUSTEES OF THE LEWIS CASS SCHOOLS

Ratification Date: November 12, 2025

Tim Johnson, President

Ryan Zeck, Secretary

LEWIS CASS EDUCATION ASSOCIATION

Ratification Date: October 20, 2025

Jesse Wilson, President

Jennifer Hopper, Vice-President

Melanie Karmel, Teacher Representative

Edward Gibson, Teacher Representative

Shannon Wolf, Teacher Representative

Mathew Temme, Teacher Representative

APPENDIX A

Compensation Plan and Salary Schedule for the 2025-2027 School Years

I. Salary Range

The salary range for 2025-2026 is $42,000 to $73,000, not including 2025-2026 year increases or TRF contributions. The range after increases is $45,000 - $77,250 for 2025-2026.

The salary range for 2026-2027, not including 2026-2027 year increases or TRF contributions, is $45,000 - $77,250. Subject to the salary reopener, the salary range after increases is $45,000 - $78,250 for 2026-2027.

II. Base Salary Increases

A. General Eligibility for 2025-2026 and 2026-2027 School Years

The teacher must have been employed with Lewis Cass School Corporation in the prior school year.

B. Factors and Definitions for 2025-2026 and 2026-2027

Experience Rating: The teacher must have been employed with the Lewis Cass School Corporation in the prior school year.

Meeting Academic Needs of Students: Defined as the need to retain all teachers currently employed in the School Corporation, which is important to the School Corporation to ensure educational continuity for students, to attract teachers to the School Corporation, and to prevent salary compression.

Instructional Leadership: Defined as teachers who have newly attained a teaching license with a literacy endorsement under IC 20-28-5-19.7.

C. **Distribution Plan for 2025-2026**– For 2025-2026 contract year, the scale will increase across the board by $3,000 at each step. In addition, one step (row GG) has been added to the top of the salary scale. Eligible returning teachers who meet the academic needs factor will receive the increase for the across the board increase to the 2025-2026 salary scale. After receiving the raise for the across the board increase to the salary scale, eligible returning teachers who satisfy the experience factor will be permitted to take one step down from their current row placement for an additional increase of $1,000. Each teacher attaining the literacy endorsement will move one column to the right for an additional increase of $250. Accordingly, the base salary distribution plan is as follows:

1. Academic needs = $3,000 (across the board increase to the 2025-2026 salary scale)

2. Instructional leadership: Literacy endorsement: $250 (column movement)

3. Experience rating = $1,000 (step down one row)

The maximum possible base salary increase that a teacher may receive for 2025-2026 is $4,250.

D. **Distribution Plan for 2026-2027** – The 2026-2027 salary scale has one row (row HH) added to the top of the salary scale. Eligible returning teachers who meet the academic needs factor will be permitted to take one step down from their current row placement for an increase of $1,000. Each teacher attaining the literacy endorsement will move one column to the right for an additional increase of $250. Accordingly, the base salary distribution plan is as follows:

1. Academic needs = $1,000 (step down one row)

2. Instructional leadership: Literacy endorsement: $250 (column movement)

The maximum possible raise a teacher may receive for 2026-2027 is $1,250 (subject to the reopener).

2025-2026 Salary Scale Compensation Range

Yrs			Instructional Leadership: Literacy Endorsement
0	A	$45,000.00	$45,200.00
1	B	$46,000.00	$46,250.00
2	C	$47,000.00	$47,250.00
3	D	$48,000.00	$48,250.00
4	E	$49,000.00	$49,250.00
5	F	$50,000.00	$50,250.00
6	G	$51,000.00	$51,250.00
7	H	$52,000.00	$52,250.00
8	I	$53,000.00	$53,250.00
9	J	$54,000.00	$54,250.00
10	K	$55,000.00	$55,250.00
11	L	$56,000.00	$56,250.00
12	M	$57,000.00	$57,250.00
13	N	$58,000.00	$58,250.00
14	O	$59,000.00	$59,250.00
15	P	$60,000.00	$60,250.00
16	Q	$61,000.00	$61,250.00
17	R	$62,000.00	$62,250.00
18	S	$63,000.00	$63250.00
19	T	$64,000.00	$64,250.00
20	U	$65,000.00	$65,250.00
21	V	$66,000.00	$66,250.00
22	W	$67,000.00	$67,250.00
23	X	$68,000.00	$68,250.00
24	Y	$69,000.00	$69,250.00
25	Z	$70,000.00	$70,250.00
26	AA	$71,000.00	$71,250.00
27	BB	$72,000.00	$72,250.00
28	CC	$73,000.00	$73,250.00
29	DD	$74,000.00	$74,250.00
30	EE	$75,000.00	$75,250.00
31	FF	$76,000.00	$76,250.00
32	GG	$77,000.00	$77,250.00

2026-2027 Salary Scale Compensation Range

Yrs			Instructional Leadership: Literacy Endorsement
0	A	$45,000.00	
1	B	$46,000.00	$46,250.00
2	C	$47,000.00	$47,250.00
3	D	$48,000.00	$48,250.00
4	E	$49,000.00	$49,250.00
5	F	$50,000.00	$50,250.00
6	G	$51,000.00	$51,250.00
7	H	$52,000.00	$52,250.00
8	I	$53,000.00	$53,250.00
9	J	$54,000.00	$54,250.00
10	K	$55,000.00	$55,250.00
11	L	$56,000.00	$56,250.00
12	M	$57,000.00	$57,250.00
13	N	$58,000.00	$58,250.00
14	O	$59,000.00	$59,250.00
15	P	$60,000.00	$60,250.00
16	Q	$61,000.00	$61,250.00
17	R	$62,000.00	$62,250.00
18	S	$63,000.00	$63250.00
19	T	$64,000.00	$64,250.00
20	U	$65,000.00	$65,250.00
21	V	$66,000.00	$66,250.00
22	W	$67,000.00	$67,250.00
23	X	$68,000.00	$68,250.00
24	Y	$69,000.00	$69,250.00
25	Z	$70,000.00	$70,250.00
26	AA	$71,000.00	$71,250.00
27	BB	$72,000.00	$72,250.00
28	CC	$73,000.00	$73,250.00
29	DD	$74,000.00	$74,250.00
30	EE	$75,000.00	$75,250.00
31	FF	$76,000.00	$76,250.00
32	GG	$77,000.00	$77,250.00
33	HH	$78,000.00	$78,250.00

APPENDIX B
EXTRACURRICULAR PAY SCHEDULE

Extracurricular Activity	Index
Football-head	0.228
Football-asst.	0.119
Football-asst.	0.119
Football-asst.	0.119
Football - asst	0.093
Football – JH	0.069
Football – JH	0.069
Football – JH	0.069
Cross Country-Boys	0.119
Cross Country-Girls****	0.119
Cross County Asst Boys	0.061
Cross County Asst Girls	0.061
JrHi Cross Country Boys	0.061
JrHi Cross Country Girls	0.061
Volleyball-head	0.119
J.V. Volleyball	0.070
Volleyball-8th	0.061
Volleyball-7th	0.061
Volleyball-6th	0.055
Tennis – Boys	0.119
Tennis-Boys- asst	0.061
Tennis – Girls	0.119
Tennis-Girls asst/co	0.061
Tennis-Jr.Hi/Co	0.075
Basketball-head	0.228
Basketball- asst	0.119
Basketball- asst	0.093
Basketball-8th (12 weeks)	0.069
Basketball-7th (12 weeks)	0.069
Basketball-6th	0.055
Bsktball-head Girls	0.228
Bsktball-asst Girls	0.119
Bsktball-9th/C-team	0.093
Basketball-8th-Girls (10 weeks)	0.061
Basketball-7th-Girls (10 weeks)	0.061
Basketball-6th-Girls	0.055
Swim-head-Boys	0.119
Swim-asst-Boys/Co	0.095
Swim-head-Girls	0.119
Swim-asst-Girls	0.095
Swim-JrHi/Co	0.075
Wrestling-head	0.119
Wrestling-asst-Co	0.091
Wrestling-Jr Hi Co	0.075
Wrestling – Head Girls+	0.119

Wrestling – Asst Girls+	0.091
Baseball-head	0.197
Baseball-asst	0.072
Baseball-asst	0.072
Baseball-Jr. high	0.069
Softball-head	0.197
Softball-V-asst	0.072
Softball-JV	0.070
Softball-Jr. high	0.069
Track-head-Girls	0.119
Track-asst-Girls	0.070
Track-asst-Girls	0.070
Track-JrHi Boys	0.061
Track-JrHi- Girls	0.061
Track-head-Boys	0.119
Track-asst-Boys	0.070
Track-asst-Boys	0.070
Track-JrHi Boys	0.061
Track-JrHi Girls	0.061
Boys' Golf**	0.119
Girls' Golf**	0.119
Golf-JrHi/Co***	0.069
Asst. Varsity Golf Coach (Boys)	0.061
Asst. Varsity Gold Coach (Girls)	0.061
Var Cheerleader	0.091
JV Cheerleader	0.079
Cheerleader - 8th	0.060
Cheerleader - 7th	0.055
Cheerleader -6th	0.050
Wellness Coordinator	0.061
Senior Reality Day Coordinator	0.022
Auditorium Director	0.079
Yearbook*	0.022
Newspaper*	0.014
Drama	0.062
Nat'l Hnr Soc.	0.014
Nat'l Hnr Soc.	0.014
National Jr Honor Soc	0.008
Key Club	0.008
Student Coun/Sr/Co	0.007
Student Coun/Sr/Co	0.007
Student Coun/Jr/Co	0.007
Student Coun/Jr/Co	0.007
Student Coun / Elem.	0.014
SADD	0.014
Homecoming Coor	0.014
HS Robotics	0.051
HS Robotics	0.051

Jr. Hi. Robotics	0.031
Elem. Robotics	0.031
Senior Sponsor	0.014
Senior Sponsor	0.014
Junior Sponsor	0.021
Junior Sponsor	0.021
Depart. Heads	0.017
Depart. Heads	0.017
Depart. Heads	0.017
Depart. Heads	0.017
Depart. Heads	0.017
Depart. Heads	0.017
High School Band	0.132
High School Band	0.132
H.S. Sumr Band	0.074
H.S. Sumr Band	0.074
H.S. Band – Winter Winds	0.038
Asst. Bnd Director	0.062
Band Asst. (Summer/Fall)	0.079
Band Asst. (Summer/Fall)	0.079
Band Asst. (Summer/Fall)	0.079
Choral Director	0.098
Choral Assistant	0.038
Elementary Choir	0.031
Scholastic Coaches	0.014
Scholastic Coaches	0.014
Scholastic Coaches	0.014
Scholastic Coaches	0.014
Scholastic Coaches	0.014
Scholastic Coaches	0.014
Scholastic Coaches	0.014
Mentor Teachers	0.014
Spanish Club	0.008

All extracurricular stipends are calculated as a percentage of $45,000, except Librarian & AV, Counselor, and Ag. positions, which are based on the individual's personal base salary. The months listed below are for informational purposes only and were not bargained. The weeks listed above are for informational purposes only and were not bargained. If girls' basketball season is extended to the length of boys' basketball season, the index will be adjusted to reflect the same index as boys' basketball.

+Girls wrestling will only be separated if practices are held separately from the boys team and there are individual competitions.

If any JH Co-ed sport (Tennis, golf, swimming) is split into a boys and a girls team, the percentage for each would be 0.061.

The fund pooling structure used to pay the football head coach and football assistant coach positions will also be implemented for basketball head coach and basketball assistant coach positions.

Librarian and AV 9 ½ months (based on the individual's personal base salary)	.081
Counselors 9 ½ months (based on the individual's personal base salary)	.081
Ag. positions (based on individual's personal base salary)	.146

* If no released time is given
** Plus $150 for use of automobile
*** Plus $100 for use of automobile
**** If not also boys cross country coach

APPENDIX C
GRIEVANCE REPORT FORM

Grievance #____________________ School Corporation Distribution:

1. Superintendent
2. Principal
3. Association
4. Teacher

Building: Assignment: Name of Grievant: Date Filed:

____________ ____________ ____________________ __________

STEP I

A. Date Cause of Grievance Occurred:______________________________

B. 1. Statement of Grievance:____________________________________

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2. Relief Sought:____

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____________________ __________

Signature Date

C. Disposition by Principal: ______________________________________

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____________________ __________

Signature Date

D. Position of Grievant and/or Association: __________________________

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____________________ __________
Signature Date

STEP II

A. Date received by Superintendent or Designee: ____________________

B. Disposition by Superintendent or Designee: _______________________

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C. Position of Grievant and/or Association: __________________________

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____________________ __________
Signature Date

A. Date Submitted to Board: _____________________________________

B. Disposition and Award of Board: ________________________________

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____________________ __________
Signature of Board Date

NOTE: If additional space is needed in reporting Section B1 and B2 of Step I, attach an additional sheet.