LEBANON
COMMUNITY SCHOOL CORPORATION

Master Contract Between

The Board of School Trustees

Of the Lebanon Community School Corporation

And

Lebanon Community School Corporation

And

The Lebanon Classroom Teachers Association

2026 – 2027

The contract entered October 29, 2026 covering the contract period of July 1, 2026, and ending June 30, 2027, by and between the Board of Trustees of the Lebanon Communication School Corporation, hereinafter called the "School Employer" and the Classroom Teachers Association, hereinafter called the "Association".

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ARTICLE I RECOGNITION

The School Employer recognizes the Lebanon Classroom Teachers Association as the exclusive representative of certificated school employees in the following bargaining unit:

All certificated school employees, as defined in I.C. 20-18-2-22, in Lebanon Community School Corporation, excluding:

1. The Superintendent,
2. Principals and Assistant Principals,
3. Deans,
4. Directors,
5. Supervisor of Exceptional Learning,
6. Career Engagement Coordinator,
7. Instructional Assistants,
8. Consultants, and
9. Diagnostician.
10. Occupational Therapist
11. Physical Therapist
12. Speech Language Pathologist
13. School Psychologist

The term "teacher," when used hereafter in the Agreement, shall refer to all professional employees represented by the Association in the bargaining or negotiating unit as defined above.

ARTICLE II DEFINITIONS

A. As used in this Contract:

B. "School Employer" means the Board of School Trustees of the Lebanon Community School Corporation and any person(s) authorized to act for said body in dealing with its employees.

C. "School Corporation" means the Lebanon Community School Corporation of the County of Boone of the State of Indiana.

D. "Certificated school employees" and "teacher(s)" mean the certificated personnel employed by the School Employer in the bargaining unit as defined in Article I of this Contract.

E. "Association" means the school employee organization, which has been certified or recognized as the exclusive representative of said certificated school employees, or the person or persons duly authorized to act on behalf of such representative.

F. The masculine gender shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.

G. "Superintendent" means the chief administrative officer of the school corporation, or any person(s) designated by him to act on his behalf in dealing with school employees.

H. The LCSC will abide by the directives, policies, and guidelines set forth by the Indiana State

The Teacher Retirement Handbook and Indiana Code IC 21-6.1-4-2, which covers creditable service.

I. A catastrophic illness is a serious medical issue and/or injury requiring hospitalization or recovery under a doctor's care.

ARTICLE III WAGE RELATED FRINGE BENEFITS

A. Conversion of Accumulated Leave Days - VEBA

(1) Each year, the School employer shall convert any unused accumulated leave days as of June 30 of that year over ninety (90) days. The conversion shall be at $67.50 per day. Said contributions shall be deposited in the school employee's account by August 1 of the year in which the credit had been earned.

Upon retirement, all days will be purchased back at the rate of $50 per day. Teacher must be full TRF eligible.

age 55 plus 30 years of TRF service,
age 60 plus 15 years of TRF service, or
age 65 plus 10 years of TRF service

(2) The twelfth unused leave day "sold" to the corporation at the end of the school year shall be "purchased" for one hundred fifty dollars ($150). The eleventh unused leave day "sold" to the corporation at the end of the school year shall be "purchased" for one hundred dollars ($100). All days purchased under this section shall be days earned from the Lebanon Community School Corporation and not days transferred from another employer.

(3) If an employee donates a day to the Catastrophic Illness and Injury leave bank, the buyback of days will be accordingly: The eleventh unused leave day "sold" to the corporation at the end of the school year shall be "purchased" for one hundred fifty dollars ($150). The tenth unused leave day "sold" to the corporation at the end of the school year shall be "purchased" for one hundred dollars ($100).

(4) All converted amounts shall be deposited into a VEBA plan account for each eligible teacher by August 1st of each year in which the credit has been earned.

(5) The VEBA account will fully vest when employment is severed from Lebanon Community School Corporation.

B. Indiana State Teachers Retirement Fund

The Board shall pay the teachers' three percent (3%) contribution to the Indiana State Teachers' Retirement Fund.

C. Medical Insurance

The amount specified below, limited however to the cost of the applicable premium, will be paid by the School Employer toward the cost of hospital, surgical, and medical care type insurance

including major medical, for each full-time teacher employed under regular contract and enrolled in the school corporation's group medical plan, with the teacher paying not less than one dollar ($1.00) per year.

Employees electing the HDHP (High-Deductible Health Plan) plan will have $100/month contribution made to an HSA (Health Savings Account).

Employee	$ 8,140
Employee/Child(ren)	$11,550
Employee/Spouse	$11,815
Family	$14,440
Family (2)	$19,690

The teacher shall be entitled to continue in the School Employer's group health plan at their level of coverage at the time of retirement unless there is a "change in condition." This entitlement ends when the teacher reaches the age of 65. If the teacher was continuing family coverage in retirement, then dies post-retirement, or while in active employment with such coverage, the spouse may elect to continue the spouse's coverage until the spouse is eligible for Medicare. In all cases, the retired teacher or the spouse must pay the full cost of the coverage.

D. Term Life Insurance

The amount specified below, limited however to the cost of the applicable premium, will be paid by the School Employer toward the cost of term life insurance in the amount of $50,000.00 coverage per full-time teacher employed under regular contract and enrolled in the school corporation's group term insurance plan. The school corporation shall pay all but one dollar ($1.00) per year of the term life premium.

If allowed and approved by the insurance carrier(s), a teacher shall be allowed to purchase additional group term life insurance coverage at the sole expense of such teacher.

E. Long-Term Disability Insurance

The School Employer shall provide a Long-Term Disability plan for each employee and shall allow payroll deductions for the premium. The employee shall be responsible for the full amount of the premium, which shall be deducted equally from each pay.

F. Insurance – Unpaid Leave of Absence or Retirement

If allowed by the insurance carrier(s), a teacher on unpaid leave of absence may choose to continue in the school corporation's group insurance program(s) provided the teacher remits the full, total premium to the school corporation business office prior to the due date each month. However, a teacher who retires may only be eligible for medical, dental, vision and life insurance.

G. LCSC will pay the cost of the expanded criminal history check

LCSC will pay the cost of the expanded criminal history check as required by School Board

Policy 3121 in accordance with IC 20-26-5-10 during the teacher's employment with LCSC.

H. Paid Leave

1. Each full-time teacher employed under regular contract shall be entitled annually to a total of seven (7) sick leave days for personal illness or for medical purposes (for individual employee or immediate family).

2. Each full-time teacher employed under regular contract shall be entitled to five (5) days of here forth identified as "personal" for the transaction of personal business and/or the conduct of personal or civic affairs. At the end of the contract year, any unused personal days or sick leave days will revert to sick leave days that can be used for personal illness used for medical purposes (for individual employee or immediate family). At the beginning a contract year leave may not exceed 104 days total for any individual employee. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportionate number of days of paid leave days, and unused days will be accumulative as specified herein. Paid leave may be taken in one- (1) or half (1/2) day units. If available, up to two (2) unused personal days as of August 1st annually will roll over into the next contract year. Personal Days available in any contract year shall not exceed seven (7) days. Any other unused personal days will revert to sick days.

   The employee must use all leave days identified as "Personal" before utilizing days from cumulative miscellaneous leave.

   i. Use of Accumulated Miscellaneous Days in combination with and consecutive with personal leave needs prior approval from principal and superintendent unless being applied to FMLA.

   ii. Use of Accumulated Miscellaneous Days to extend a scheduled school break or recognized holiday needs prior approval from the principal and superintendent unless being applied to FMLA.

   iii. No employee may use more than five (5) days consecutively from cumulative miscellaneous leave. Exceptions to this stipulation may be requested in writing to the Superintendent of Schools. Prior approval must be obtained for the use of any cumulative miscellaneous leave more than five (5) consecutive days.

   iv.

I. Death in Immediate Family

In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than five (5) consecutive school days beyond such death, for the purpose of attending the last rites and attending to other personal matters of the immediate family member, provided, however, that said rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves, or leaves for personal business. (School holidays falling in this period shall be counted as school days.) Immediate family is interpreted as including only spouse, parent, parent-in-law, son-in-law, daughter-in-law, legal guardian, child, unborn child/pregnancy loss, grandchild, grandparent, brother/sister, or any other regular member of your

immediate household. Step-relatives of each of the above are also recognized in this definition. Any other relative who at the time of death was living as a member of the teacher's household will be considered as a member of the immediate family.

In case of the death of an uncle, aunt, first cousin, niece, nephew, brother-in-law, or sister-in-law not living in the household of the teacher, the teacher is entitled to be absent one (1) day without loss of compensation, provided, however, said teacher does attend in person the last burial rites of the stated family member not living in the household of said teacher; that said burial rites occur while said teacher is performing duties as assigned by the School Employer under a valid teacher's contract; and that said burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves, or leaves for personal business. One additional bereavement leave day will be granted for travel to a funeral of non-immediate family members further than 250 miles from Lebanon.

J. Ancillary Duty Pay

Teachers will be compensated for duties performed outside of the core teaching functions.

Class Coverage:

When assigned by the administration, teachers shall be compensated in the following amounts:

Elementary Teachers

If a grade level teacher (Kindergarten, first – fifth grade) is assigned by an administrator to cover the half day absence of another grade level teacher, that teacher shall be compensated $20. If a grade level teacher (Kindergarten, first – fifth grade) is assigned by an administrator to cover the full day absence of another grade level teacher, that teacher shall be compensated $40.

If a specials area teacher (art, music, PE, STEM, media) is assigned by an administrator to cover the half day absence of another specials area teacher, that teacher shall be compensated $15. If a special area teacher (art, music, PE, STEM, media) is assigned by an administrator to cover the full day absence of another specials area teacher, that teacher shall be compensated $30.

Secondary Teachers

When assigned by the administration, secondary teachers shall be compensated in the amount of $31.25 when their prep period is used to cover another teacher's class.

Additional Ancillary Duties

Curriculum and Assessment Development (under supervision and approval of the administration) - $35/hr.

Homebound Teacher, Extended Year Teacher - $35/hr.

After School Hours Detention Supervisor - $30/hr.

Summer school will be reimbursed at the teacher's hourly rate according to the board approved teacher's summer school contract. The hourly rate is determined by base salary divided by 187 divided by 6.

K. Study Leave

The School Employer shall grant a one (1) year leave of absence without pay upon application of a teacher for the purpose of full-time advanced study for a master's or higher degree.

To qualify for this leave, the following requirements must be met:

- The teacher must have completed five (5) years of service in this school corporation prior to taking the leave:
- Application for leave shall be made to the Office of the Superintendent not earlier than May 1, nor later than May 15, in the year prior to taking the leave:
- Such leave for a given teacher shall be granted only one (1) time for a one (1) year period.

All PTO will be frozen, and new PTO will not be awarded during the leave.

L. Jury Duty

A teacher called for grand or petit jury duty shall be paid full regular salary during the required period of absence from assigned duties by the School Employer, provided the total amount of per diem allowance earned by such teacher is remitted to the school corporation business office.

M. Association Business

The Association President shall be provided twelve (12) days of paid leave each year, non-accumulative, to be used by the Association President or his\her designee to conduct Association business. Association days may be taken in ½ day increments. Except in case of emergency, the Association shall notify the corporation, and the building principal affected at least twenty-four (24) hours before the leave is to be used. Association days used for the purpose of providing representation at Hoosier School Benefit Trust (HSBT) business meetings will be subtracted from the twelve (12) day balance.

N. Temporary Disability Leave

A temporary disability leave of absence shall be granted to teachers of this school corporation on the following bases:

Application of Provisions

(6) This provision shall apply to doctor certified leaves in all cases where a teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, illness, or injury.

(7) In case of a temporary disability caused by pregnancy, said teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided said teacher submits with the timely notice, as provided

herein, a physician's statement certifying her pregnancy, or a copy of the birth certificate of the newborn, whichever is applicable. Said teacher must utilize her personal illness leave under the provisions of Paragraph 3 (c) herein and if said personal illness leave is exhausted during her temporary disability caused by pregnancy, said teacher may be absent without pay, subject to all other provisions contained herein.

(8) Teachers must utilize their balance of accumulated and available paid leave days concurrently with the FMLA leave. Paid leave days will be applied in the following order until all PTO is exhausted:
   a. Sick Leave
   b. Miscellaneous Days (does not apply to all situations)
   c. Personal Leave

After determination that such leave is imminent, the teacher shall give timely notice to the office of the Superintendent, in writing, of the anticipated date she wishes to commence said leave of absence and anticipated date of return.

General Provisions Covering Said Leaves is as follows:

a. If said teacher desires to continue his duty assignments prior to the commencement of said leave, such notice must include a written statement from his physician, attesting to the teacher's ability to continue performing the full schedule of the duties and responsibilities of his position and assignments. The teacher will be permitted to continue full active duty until such date, provided he does perform the full duties and responsibilities of his position and assignments and provides, from time to time, upon request of the Board, additional certification from his physician of his ability to continue performing the schedule of the duties and responsibilities of his position and assignments.
b. Said teacher must utilize his accumulated sick leave during his period of temporary physical disability, provided a physician's statement and certification of physical disability is submitted to the office of the Superintendent for any said temporary disability absence of more than ten (10) consecutive days. While on said leave, sick days will be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term, for which a physician certifies said teacher is physically disabled, limited to the extent of the number of sick days accumulated by the teacher at the time said leave commences.

c. In all cases, the School Employer reserves the right to require an examination by a School Employer-appointed physician(s) to determine the teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities of his position and assignments, and/or (2) to return to employment and resume the full performance of the duties and responsibilities to which he may be assigned. The cost of such examination shall be borne by the School Employer:

d. If said leave extends beyond the first day of May of any year, the granting of said leave by the Board shall not prevent the Board from serving notice to said teacher on or before May 1st that said teacher will not be awarded a contract for the next school year, nor will the granting of said leave prevent the Board from invoking, initiating, and utilizing the procedures established by law for the cancellation of any indefinite contract with a

permanent teacher;

e. Except for a temporary disability caused by pregnancy as is provided in Paragraph 1(b) herein, no leave under this provision shall be granted for a period exceeding one (1) year.

O. Unpaid Teacher Medical Leave

All approved leaves, paid or unpaid, will run concurrently with the Family and Medical Leave Act (FMLA) where applicable.

While on any Corporation awarded unpaid leaves, the teacher will be given the opportunity to continue insurance coverage in the school insurance programs at his/her own expense, paying one hundred percent (100%) of the cost, except those who qualify under FMLA.

A leave of absence, without pay or benefits, may be granted to a teacher for a period of up to one (9) year.

Such leave may be renewed, at the option of the School Employer, for a period of up to one (1) year. The teacher may return to full-time employment during the period for which said leave was granted provided said teacher (1) notifies the Office of the Superintendent, in writing, at least sixty (60) days prior to the date he wishes to return, (2) furnishes a written statement from his physician attesting to his ability to resume the full performance of the duties and responsibilities to which he may be assigned, and (3) there is a classroom teaching position open on the staff for which he is qualified. In the event the teacher gives notice of his intention to return and furnishes the physician's statement as provided herein and no position is open, the teacher will be offered a position for which he is qualified no later than the beginning of the next school year.

If the teacher (1) fails to notify the Office of the Superintendent at least sixty (60) days prior to the expiration of such leave that he intends to return to employment, or (2) provides notice and fails to return to employment the first assigned duty day of the next ensuing school year from the date of termination of leave, or (3) fails to accept an offered position for which he is qualified, he shall be deemed to have resigned and the obligation of the school corporation to provide a position to him will cease.

Upon return to employment by the teacher, the School Employer shall solely determine his subsequent teaching position and duty assignment(s). The School Employer is under no obligation to assign the teacher after his return from said leave to the same school, teaching position, or other assignment(s) he occupied or performed prior to taking said leave of absence.

If said leave extends beyond the first day of May of any year, the granting of said leave by the School Employer shall not prevent the School Employer from serving notice to said teacher on or before May 1st that said teacher's contract will be cancelled, nor will the granting of said leave prevent the School Employer from invoking, initiating, and utilizing the procedures established by law for the cancellation of any indefinite contract with a permanent teacher.

P. Catastrophic Illness and Injury Leave Bank (Voluntary Participation)

A catastrophic illness or injury is defined as an extraordinarily severe, sudden, acute, or life-

threatening medical condition or severe debilitating injury requiring inpatient hospitalization, intensive treatment, or prolonged, continuous recovery under a physician's active care. To qualify under this provision, the condition must result in an inability to perform assigned duties, or require the active, full-time care by the teacher for their dependent child (for whom the teacher is the parent or legal guardian). This definition strictly excludes routine illnesses, minor surgeries, common childhood infections, non-acute chronic conditions, elective procedures, or standard end-of-life/palliative support that does not involve an acute, severe catastrophic medical crisis.

A voluntary Catastrophic Illness and Injury Leave Bank (CIIB) shall be established whereby a certificated school employee plus administrators, who is absent from assigned duties due to catastrophic illness and who has utilized all paid leave benefits of whatever nature may petition a committee, as established herein, for catastrophic leave days from the CIIB under the following conditions:

f. The number of accumulated days in the bank shall not exceed three hundred (300) days. However, a teacher newly choosing to become a participant in the bank will contribute one sick leave day, even though such contribution by a new participating teacher would cause an accumulation of days in excess of the maximum specified herein;

g. A teacher who is newly hired in this School Corporation shall have fifteen (15) days from the date of initial duty assignment to elect to participate in the bank by contributing one (1) sick leave day.

h. Said teacher may be granted days from the bank under the following conditions:

    i. The teacher must have chosen to become a current member of and participate in such bank by contributing one (1) sick leave day to the CIIB. However, in the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number then a contribution of one (1) sick leave day by all teachers who are current members of the CIIB would cause the maximum number of days specified hereinabove in Paragraph One (1) to be exceeded, the current year's contribution by all such current members shall be suspended, except in case the CIIB is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion.

    ii. The teacher must have utilized and exhausted all paid leave benefits of whatever nature, including said teacher's own accumulated sick leave and personal leave.

    iii. Written certification must be provided from the treating physician substantiating that the medical condition meets the strict definition of a catastrophic illness or debilitating injury under Article II.I, and certifying that the condition necessitates the employee's continuous absence from duty to undergo treatment/recovery or to provide direct, essential care for their qualified child or legal dependent.

    iv. Written application may be completed at any time but no later than ten (10) days after exhaustion of said paid leave benefits.

    v. The teacher must have been absent for at least ten (10) consecutive duty days after

exhaustion of said paid leave benefits.

vi. Entrance into the CIIB bank for veteran employees shall be available only when the CIIB opens enrollment by requesting additional days.

i. A three-member CIIB committee shall be established to receive written requests and allot days from the CIIB according to the provisions herein, under guidelines established by the committee. The committee shall be composed of three (3) people, two (2) appointed by the Association and one (1) person appointed by the Superintendent. Days allotted by the committee to an individual teacher shall be available for use beginning with the fifth (5th) consecutive day of absence after exhaustion of the teacher's said paid leave benefits and such allotment to individual teacher by the committee shall be in accordance with the maximum number of days in item 6. The committee shall be limited to a total allotment of three hundred (300) days per year.

j. Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:

i. The day after the last day of the term of employment for the school year, or

ii. The day after the last day of allotted number of days granted by the committee, or

iii. The first day of return to employment subsequent to the granting of days by the committee

iv. The CIIB will have the maximum days allowable. Years listed below are years with Lebanon Community School Corporation.

First Year Teacher	10 days maximum/year
Second Year Teacher	20 days maximum/year
Third Year Teacher	30 days maximum/year
Fourth Year Teacher	40 days maximum/year
Fifth Year Teacher	50 days maximum/year
Sixth Year Teacher	60 days maximum/year
Lifetime maximum of 90 days	

Q. IRS Section 125

A teacher may participate in this School Corporation's flexible benefits plan. Such plan shall be solely determined and adopted by the School Employer under the provisions of Section 125 of the Internal Revenue Service Code. The plan provider shall be mutually agreed upon by the School Employer and the Association. The plan will provide for the following benefits, through salary reduction agreement: The employee share of group insurance premiums except LTD, non-reimbursed medical expenses and child and dependent care. In the event that the IRS 125 plan is changed by a governed entity, the parties shall meet to renegotiate. This provision will not supersede Article VII, Section B., Severability.

R. Other Leave Circumstances

1. Absence of a teacher due to injury and/or disability inflicted by an assault and/or battery by an individual and while within the scope of their employment shall not be charged against the teacher's leave if the teacher was properly discharging his/her duties for the School Corporation at the time of the assault and/or battery was a result of the victim's status as a teacher, the leave will not be charged against the teacher's leave. During the period of absence, the teacher's salary and benefits shall continue in full to a maximum of ninety (90) days without reduction in accumulated personal leave days. If Worker's Compensation benefits are paid during the 90-day period, the teacher shall return that portion of the benefits allotted for salary.

2. A teacher who is absent from work due to an illness or injury which is covered by Worker's Compensation shall receive compensation and benefits for a maximum of 90 days. The first seven calendar days said teacher must utilize accumulated time off. As the teacher begins receiving Worker's Compensation, the teacher shall return that portion of the benefits allotted for salary.

S. Special Education Staff Professional Service Leave

All special education teachers with the LCSC will be entitled to one- and one-half days (1 1/2) of paid professional service leave to review and prepare special education case conference and IEP paperwork. This leave can be taken in blocks of half day, full day, or consecutive full and half days.

The leave must have the prior approval of the principal. The employee must complete all work requirements in attendance at a specific school.

T. Employees may elect to receive payment of their basic salaries in either twenty-two (22) or twenty-six (26) equal payments.

The selection of the number of pays shall be made by each new hire to the superintendent's office prior to that teacher's signing a regular teacher's contract and shall remain in effect until it is replaced by a new election. Any teacher who makes a different election must do so in writing to the Assistant Superintendent no later than June 15 prior to the contract year in which the new election will take effect.

U. Matching Annuity Program for Teachers

A voluntary 403(b) matching annuity plan will be offered for actively employed teachers. If a teacher chooses to participate, the amount to be contributed by the employee and matched by the Board shall be 2% of the teacher's base pay. The employee and matching contributions shall be made on a bi-weekly basis. The employee and Board contributions shall be made to the lone School Corporation approved 403(b) vendor, TruStage. Teachers shall vest is the Board's 2% contributions on the five-year anniversary of their hire date. The remaining terms of this plan are defined in a plan document developed by the Board in accordance with tax law.

General Provisions of Matching Annuity Program

1. For purposes of this Section, a teacher's "total Years of teaching experience" means the total years of teaching experience recognized by Indiana State Teachers' Retirement Fund for retirement purposes.

2. Teacher contributions to the teacher's 403(b) account shall be made each pay day. If a teacher contributes and is eligible to under this Section based upon the teacher's total years of teaching experience, the Board will match the teacher's contribution to the teacher's 403(b) account with a matching contribution.

3. To qualify for the Board's matching contribution, a part-time teacher shall be required to make the same 403(b) account contribution required of a full-time teacher.

4. If a teacher dies while employed by the Board, the teacher's total account balance shall be paid to the teacher's beneficiary listed with the 403(b) Plan.

5. In the event of a Total and Permanent Disability before retirement or resignation after the Participant meets the vesting requirement, the Participant shall be entitled to the balance in the Participant's account. If at any time a teacher is forced to retire as a result of some unforeseen reason, the Superintendent of Schools may authorize payment of the Board's contributions into the 403(b) account to the retiring teacher.

6. As used in this Agreement, "retire" or "retirement" means to leave employment in public education in the State of Indiana at the completion of a school year under conditions qualifying for retirement under the rules of the Indiana State Teachers' Retirement Fund.

ARTICLE IV COMPENSATION MODEL

1. Academic Needs: To meet the academic needs of students defined as retaining educators, all educators employed at the time of ratification of this contract will receive a base salary increase of $1,040.00, displayed below as an increase to the scale.

2. Evaluation: To meet the evaluation factor, a teacher must have received an effective or highly effective evaluation for the previous year from LCSC. Teachers who meet this factor will receive a base salary increase of $3,200.00 displayed below as an advancement of two steps down on the salary scale.

The total available increase is $4,240, of which approximately 75.5% is based on evaluation and 24.5% is based on academic needs of students.

Literacy Endorsement Base Salary Differentiation: Prior to receipt of salary increases under the compensation model, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $200 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

The School Calendar will consist of 187 contracted days (180 student days and 7 additional staff days). NOTE: THIS IS NOT BARGAINABLE. THIS IS PLACED HERE FOR INFORMATIONAL PURPOSES ONLY.

2025-2026: The range of base salaries for teacher contracts is $51,960.00 - $93,760.00.
2026-2027: The range of base salaries for teacher contracts is $53,000.00 - $98,000.00.

The Superintendent has the discretion to set the new hire salary within the Salary Schedule range, based on years of prior experience, educational attainment, and possession of the literacy endorsement as reflected in the Salary Schedule.

2026-2027 Salary Schedule

Scale Step	Scale Value	Literacy Scale Value
A	$53,000.00	$53,200.00
B	$54,600.00	$54,800.00
C	$56,200.00	$56,400.00
D	$57,800.00	$58,000.00
E	$59,400.00	$59,600.00
F	$61,000.00	$61,200.00
G	$62,600.00	$62,800.00
H	$64,200.00	$64,400.00
I	$65,800.00	$66,000.00
J	$67,400.00	$67,600.00
K	$69,000.00	$69,200.00
L	$70,600.00	$70,800.00
M	$72,200.00	$72,400.00
N	$73,800.00	$74,000.00
O	$75,400.00	$75,600.00
P	$77,000.00	$77,200.00
Q	$78,600.00	$78,800.00
R	$80,200.00	$80,400.00
S	$81,800.00	$82,000.00
T	$83,400.00	$83,600.00
U	$85,000.00	$85,200.00
V	$86,600.00	$86,800.00
W	$88,200.00	$88,400.00
X	$89,800.00	$90,000.00
Y	$91,400.00	$91,600.00
Z	$93,000.00	$93,200.00
ZA	$94,600.00	$94,800.00
ZB	$96,200.00	$96,400.00
ZC	$97,800.00	$98,000.00

ARTICLE V: LCSC GRIEVANCE PROCEDURE

Section 1. Purpose/Confidentiality

The purpose of this procedure is to provide, at the most immediate administrative level, equitable solutions to grievances which may arise from time to time. Both parties agree that these proceedings shall be kept as confidential at all levels of the procedure.

Section 2. Definitions

Grievance" shall be defined as a difference between one or more faculty member(s) through the LCTA as the exclusive representative involving an alleged misinterpretation or misapplication of any provision of this agreement and the Administration and/or School Board.

A. The most "immediate" administrator shall mean the principal of any school or his/her designated representative, when the grievance involves a single school, or the appropriate central office administrator or his/her designated representative, when the grievance involves a district level concern.

B. "Days", unless otherwise specified, shall mean all days on which school is in session during the district academic calendar and weekdays during summer recess.

Section 3. Conditions

A. The parties herein encourage a grievant having a grievance to discuss the problem with the principal or with an appropriate member of the central office administration prior to recourse to the formal grievance procedure. At the discussion, either party may be accompanied by up to two people of his/her choice.

B. Each written grievance shall contain a clear and concise statement of the grievance, the issue(s) involved, shall in each instance state the specific alleged violations and remedy recommended, and shall contain specific indication as to whether the informal process was attempted.

C. At any level, either party may be represented by up to two persons of his/her choice, except that faculty members shall be limited in their choice to representatives with authority to speak for the LCTA. The faculty member is encouraged to be an active participant in the formal procedure.

D. Failure on the part of the Board and/or the administration at any level of the formal procedure to submit a decision on a grievance within the specified time limits, shall mean the grievance is automatically carried to the next level. Failure on the part of the complainant at any level of this procedure to take the grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

E. Since it is important that formal grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by written mutual

agreement of the LCTA President or President's designee and the Superintendent or Superintendent's designee.

F. Whenever possible, meetings will be held either before school or after school.

G. All written grievances and appeals of grievances must be signed by the LCTA President or President's designee and/or their designee.

H. All decisions rendered must be signed by the supervisor or administrator making the decision.

I. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participant(s).

J. Should a grievance proceed to Level Ill as outlined in Section 4, the decision of the School Board shall be considered final.

K. No certificated school employee shall use this Procedure to grieve any decision by the Board or administration if such decision is applicable to a State or Federal Regulatory Commission or Agency.

Section 4. Procedure

A. Informal Stage

Within the first fifteen (15) days of the time the grievant first knew or should have known of the act or condition upon which it is based, the grievant must present the grievance to his/her principal or central office administrator by meeting with him/her individually in an informal manner during non-teaching hours. The grievant may be accompanied by a representative as provided herein, provided his/her principal or immediate supervisor Is informed in advance of the grievant' s intent to have a representative present. Failure to present, meet and discuss the alleged grievance within as provided here shall prevent the grievant from filing the alleged grievance at any formal grievance procedure level. Within ten (10) days of the complainant's meeting with the principal or immediate supervision, the administration shall provide an answer orally to the grievant.

B. Level One

Within five (5) days of the oral answer to the Informal Grievance, or within ten (10) days after presenting the grievance at the informal Level if no oral response has been provided, and the grievance is not resolved the grievant must file the grievance in writing with his/her principal or immediate supervisor. The written grievance shall identify the certificated employee involved, shall state the facts giving rise to the grievance, shall identify by specific reference all express articles or sections of this Contract alleged to be violated, shall state the contention of the grievant with respect to the provisions(s) of said articles or section, and shall indicate the specific relief requested. Within ten (10) days following the filing of a formal written grievance, a meeting shall take place between the building principal or his/her designee, and the LCTA President or President's designee. Within ten (10) days of the meeting, the supervisor shall indicate his/her answer to the grievance by completing the grievance form in writing and returning it to the grievant (with a duplicate copy to the appropriate LCTA representative).

C. Level Two

Within seven (7) days after the receiving the level one disposition, the LCTA President or President's designee may appeal the decision to the Superintendent or his/her designee. Within twenty (20) days after receipt of the appeal, the Superintendent or his/her designee shall meet with the LCTA President or President's designee. Following the meeting, within twenty (20) days of the meeting, the Superintendent or designee shall indicate his/her answer to the grievance by completing the grievance form in writing and returning it to the grievant (with a duplicate copy to the appropriate LCTA representative).

D. Level Three

Within seven (7) days after receiving the decision of the Superintendent or his/her designee, the LCTA President or President's Designee may request a meeting with the Board, through the Superintendent. The Board shall hold a meeting within twenty (20) days of receipt of the request. The Board shall submit two (2) copies of its decision in writing to the appropriate LCTA representative and a copy to the supervisor involved within ten (10) days following the meeting.

EXTRACURRICULAR COMPENSATION SCHEDULE

Effective for the 2026-2027 ECA Positions

Note: All ECA positions must have a position description on file before payment can be authorized.

* The number of ECA positions is not bargainable. This information is placed here for informational purposes only.

EXTRACURRICULAR COMPENSATION SCHEDULE

Effective for the 2026-2027 ECA Positions

Note: All ECA positions must have a position description on file before payment can be authorized.

The number of positions is for informational purposes only and was not bargained.

2026-2027 Index Maximum
$10,000.00

Should one person coach the girls and boys team for a sport that occurs in the same season, they shall receive 1.33 times the head coach stipend. If this occurs, there will not be an additional coach paid as one person is serving in the role of head coach for both teams.

Qty	Activity	Index	2026/2027
	BASEBALL		
1	Head Coach	0.630	$ 6,300.00
1	Var. Asst.	0.450	$ 4,500.00
2	Asst. Coach	0.340	$ 3,400.00
3	LMS Baseball	0.280	$ 2,800.00
	BASKETBALL*		
1	Head Coach	1.000	$ 10,000.00
1	Var. Asst.	0.550	$ 5,500.00
3	Asst. Coach	0.450	$ 4,500.00
2	LMS 8 Coach	0.280	$ 2,800.00
2	LMS 7 Coach	0.280	$ 2,800.00
2	LMS 6 Coach	0.280	$ 2,800.00
	CHEERLEADING		
1	Head Coach - Fall	0.280	$ 2,800.00
2	Asst. Coach - Fall (JV, 9)	0.240	$ 2,400.00
1	Head Coach - Winter	0.280	$ 2,800.00
2	Asst. Coach - Winter	0.240	$ 2,400.00
3	LMS Cheer Coach	0.240	$ 2,400.00
	CROSS COUNTRY*		
1	Head Coach	0.340	$ 3,400.00
1	Asst. Coach	0.250	$ 2,500.00
1	LMS Head Coach	0.300	$ 3,000.00
1	LMS Asst. Coach	0.240	$ 2,400.00
	TRACK AND FIELD*		
1	Head Coach	0.560	$ 5,600.00
2	Asst. Coach	0.300	$ 3,000.00
1	LMS Head Coach	0.240	$ 2,400.00
1	LMS Asst. Coach	0.190	$ 1,900.00

Qty	Activity	Index	2026/2027
	FOOTBALL		
1	Head Coach	1.000	$ 10,000.00
2	Coordinator	0.620	$ 6,200.00
5	Asst. Coach	0.540	$ 5,400.00
6	LMS Coach	0.300	$ 3,000.00
	GOLF*		
1	Head Coach	0.340	$ 3,400.00
1	Asst. Coach	0.200	$ 2,000.00
1	LMS Golf	0.250	$ 2,500.00
	SOCCER*		
1	Head Coach	0.550	$ 5,500.00
3	Asst. Coach	0.300	$ 3,000.00
1	LMS Head Coach	0.240	$ 2,400.00
1	LMS Asst. Coach	0.200	$ 2,000.00
	SOFTBALL		
1	Head Coach	0.630	$ 6,300.00
1	Var. Asst.	0.450	$ 4,500.00
2	Asst. Coach	0.340	$ 3,400.00
3	LMS	0.280	$ 2,800.00
	SWIMMING*		
1	Head Coach	0.470	$ 4,700.00
1	Asst. Coach	0.300	$ 3,000.00
1	Combined Diving	0.300	$ 3,000.00
4	LMS Swimming	0.220	$ 2,200.00
	TENNIS*		
1	Head Coach	0.340	$ 3,400.00
1	Asst. Coach	0.280	$ 2,800.00
1	LMS Head Coach	0.245	$ 2,450.00
1	LMS Asst. Coach	0.190	$ 1,900.00

Qty	Activity	Index	2025/2026
	VOLLEYBALL*		
1	Head Coach	0.630	$ 6,300.00
1	Var. Asst.	0.300	$ 3,000.00
2	Asst. Coach	0.270	$ 2,700.00
3	LMS Coach	0.270	$ 2,700.00
	WRESTLING*		
1	Head Coach	0.630	$ 6,300.00
2	Asst. Coach	0.300	$ 3,000.00
3	LMS Coach (Coed)	0.270	$ 2,700.00
	ATHLETICS OTHER		
4	Strength & Conditioning	0.230	$ 2,300.00
1	LMS AD	0.660	$ 6,600.00
2	LMS Cubettes	0.130	$ 1,300.00
2	LMS Cubettes Asst.	0.100	$ 1,000.00
	FLAG FOOTBALL		
1	Head Coach	0.34	$3,400.00
1	Assistant Coach	0.25	$2,500.00
	SECONDARY CO-CURRICULAR		
1	LHS Yearbook	0.340	$ 3,400.00
1	LMS Yearbook	0.260	$ 2,600.00
1	LHS Newspaper	0.200	$ 2,000.00
1	LMS Newspaper	0.160	$ 1,600.00
1	LHS Student Council	0.200	$ 2,000.00
1	LMS Student Council	0.160	$ 1,600.00
1	LHS Academic Team Coor.	0.130	$ 1,300.00
6	LHS Academic Coach	0.100	$ 1,000.00
1	LMS Academic Team Coor.	0.090	$ 900.00
6	LMS Academic Coach	0.070	$ 700.00
1	LHS Senior Class Sponsor	0.200	$ 2,000.00
1	LHS Junior Class Sponsor	0.230	$ 2,300.00
1	LHS Soph Class Sponsor	0.070	$ 700.00
1	LHS Fresh Class Sponsor	0.070	$ 700.00
1	LHS Senior Sunshine	0.190	$ 1,900.00
1	LHS Best Buddies	0.100	$ 1,000.00
1	Lebanon SADD	0.130	$ 1,300.00
1	LMS Junior Sunbeam	0.190	$ 1,900.00
1	LHS Band Director	1.000	$ 10,000.00
1	LMS Vocal Music Dir.	0.280	$ 2,800.00

Qty	Activity	Index	2025/2026
	SECONDARY CO-CURRICULAR CONT.		
1	LMS/LHS Asst. Band Dir.	0.780	$ 7,800.00
1	LMS Band Director	0.290	$ 2,900.00
1	LHS Vocal Music Dir.	0.500	$ 5,000.00
1	LHS Percussion Dir.	0.330	$ 3,300.00
1	LHS Music Dept. Asst.	0.200	$ 2,000.00
1	LHS Fall Guard	0.330	$ 3,300.00
1	LHS Fall Guard Asst.	0.220	$ 2,200.00
1	LHS Winter Guard	0.330	$ 3,300.00
1	LHS Winter Guard Asst.	0.220	$ 2,200.00
1	Winter Percussion Director	0.330	$ 3,300.00
1	Musical Pit Director	0.125	$ 1,250.00
1	Charisma Band Director	0.125	$ 1,250.00
1	LMS Hi-Y Sponsor	0.190	$ 1,900.00
1	LHS Aud. Manager	0.450	$ 4,500.00
1	LHS Z Club Sponsor	0.130	$ 1,300.00
1	LHS Key Club Sponsor	0.130	$ 1,300.00
2	LHS NHS Sponsor	0.100	$ 1,000.00
1	LMS NHS Sponsor	0.150	$ 1,500.00
1	LHS Play	0.344	$ 3,440.00
1	LHS Broadcasting Spon.	0.160	$ 1,600.00
1	LHS Musical/Show Choir	0.344	$ 3,440.00
1	LHS Costume Coor.	0.230	$ 2,300.00
1	LHS Stud. Ambassador	0.090	$ 900.00
1	LHS DECA	0.130	$ 1,300.00
1	LHS DECA Asst.	0.100	$ 1,000.00
1	LHS Thirst Project	0.090	$ 900.00
1	LHS S.A.F.E.	0.090	$ 900.00
1	LMS Elite Gaming	0.080	$ 800.00
1	LMS Events Coordinator	0.080	$ 800.00
1	LMS Buider's Club	0.190	$ 1,900.00
1	LHS Bowling	0.240	$ 2,400.00
1	LMS Art Club	0.190	$ 1,900.00
1	LMS Best Buddies	0.100	$ 1,000.00
1	LHS Art NHS	0.100	$ 1,000.00
1	LHS HOSA	0.130	$ 1,300.00
1	LHS HOSA Asst.	0.100	$ 1,000.00
	ROBOTICS		
2	LHS	0.3	$ 3,000.00
2	LMS	0.3	$ 3,000.00
1	ELEMENTARY (per school)	0.2	$ 2,000.00

DEPARTMENT CHAIRS (NO. OF TEACHERS IN DEPT.)			
	LHS (1 - 3)	0.160	$ 1,600.00
	LHS (3.5 - 5.5)	0.180	$ 1,800.00
	LHS (6 - 7.5)	0.200	$ 2,000.00
	LHS (8+)	0.220	$ 2,200.00
1	LHS Sp. Educ. Coor.	0.190	$ 1,900.00
4	LHS/LMS Tech Instr. Coach	0.190	$ 1,900.00
7	LMS Team Leaders	0.160	$ 1,600.00
6	LMS Dept. Chair	0.190	$ 1,900.00
1	LMS Sp. Educ. Coor.	0.190	$ 1,900.00
ELEMENTARY CO-CURRICULAR (PER BUILDING)			
1	Student Leadership	0.090	$ 900.00
1	Academic Coordinator	0.070	$ 700.00
1	Tech Instruction Coach	0.190	$ 1,900.00
Elementary Clubs			
Tier 1: Meets 8-15 times per school year		0.060	$ 600.00
Tier 2: Meets 16-23 times per school year		0.080	$ 800.00
Tier 3: Meets 24+ times per school		0.100	$ 1,000.00
$5,500 per school is available for Elementary clubs each year			
CORPORATION WIDE			
	Teacher Mentor (per mentee)	0.040	$ 400.00

Teachers shall be assigned a maximum of two mentees. Teachers with no prior years of teaching experience shall be mentored for two years. Teachers new to LCSC shall be mentored for one year.

ARTICLE VI TERMS AND DEFINITIONS

A. Entire Agreement

This Contract supersedes and cancels all previous contracts or agreements, verbal or written, between the school employer and the Association and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

B. Severability

If any Article or Section of this Contract or of any rider thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Contract and of any rider thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

C. Waiver

All bargainable issues have been discussed during the bargaining leading to this Contract, and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Contract, unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on said issues.

D. Rights

Certificated school employees shall have the right to form, join or assist employee organizations, to participate in collective bargaining with the School Employer through representatives of their own choosing and to engage in other activities, individually or in concert for the purpose of establishing, maintaining, or improving salaries, wages, hours, salary and wage related fringe benefits and other matters as defined in PL 217, Section Four (4) and Seven (7).

E. Temporary Contract Teachers

The provision of this contract, in accordance with applicable Indiana statutes, are applicable to a teacher on a temporary contract.

F. Teachers Employed Less Than Full Day/Year

The provisions of this Contract are applicable to a teacher on a regular or temporary contract which stipulates employment for less than a full day and/or full year basis. Teacher salary and fringe benefits contained in this Contract are based on employee status for a full day/year of employment. "Full Year" means not less than 187 days during the contract year. When a teacher will not be working a full day/year, the salary and wage related fringe benefits are prorated accordingly. However, a teacher must work the minimum number of hours per week and meet other eligibility requirements as specified by the insurance carrier(s) to be considered for enrollment in and coverage by the School Corporation's group insurance plan(s).

G. Committee Selection

Association membership on corporation and school-based committees will be in accordance with Indiana Code. This is provided for informational purposes only.

H. Contract Limitations

The School Employer construes, and the Association recognizes the specific, express provisions of this Contract as constituting limitations and being the only limitations upon the School Employer's right, power, authority, duties and responsibilities to manage and direct the operations and activities of this school corporation to the full extent authorized by law.

I. Meeting Attest

The undersigned attest to the following:

a. A public hearing was held on August 18, 2026 [in compliance with§ 20-29-6- l(b)], and electronic participation from the parties and/or public was permitted;

b. A public meeting was held on October 13, 2026 [in compliance with LC. § 20---29-6- 19] to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted;

c. A public meeting to ratify this agreement was held on October 29, 2026, and electronic participation from the governing body and/or public was permitted.

J. Contract Attest

This Contract is made and entered into at Lebanon, Indiana, on October 29, 2026 by and between the Board of School Trustees of the Lebanon Community School Corporation, County of Boone, State of Indiana, party of the first part, heretofore referred to as the "School Employer", and The Lebanon Classroom Teachers Association, party of the second party, heretofore referred to as the "Association."

Ratification Date: October 29, 2026
Effective Date: July 1, 2026 through June 30, 2027

This Contract is so attested to by the parties whose signatures appear below:

Board of School Trustees Lebanon Community School Corporation	The Lebanon Classroom Teachers Association
10-29-26 President/Date	Suzi Boyett 11/2/26 President/Date
10-29-26 Secretary/Date	Nancy Dennis 11/2/26 Secretary/Date