AGREEMENT

BETWEEN

THE
LAKE CENTRAL BOARD OF SCHOOL TRUSTEES

AND

THE
LAKE CENTRAL TEACHERS' ASSOCIATION

July 1, 2026 through June 30, 2027

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Article I: Agreement

A. Agreement

This Agreement is made and entered into at St. John, Indiana by and between the Board of School Trustees of the Lake Central School Corporation (the Board) and the Lake Central Teachers' Association, an affiliate of the Indiana State Teachers' Association and the National Education Association (the Association).

B. Term

This Agreement shall be effective as of July 1, 2026, and shall continue in effect through June 30, 2027.

C. Reopener Language: Intentionally omitted.

D. Presentation of Agreement

This agreement shall be distributed in electronic form to each certified staff member, administrator, and school board member via the corporation email system.

E. Recognition

The Board recognizes the Association as the exclusive representative of the following bargaining unit:

All certificated personnel whether under contract, on a Teacher's Temporary Contract, or on leave shall be part of the bargaining unit. Such representation shall except Superintendent, Assistant Superintendents, All Directors, School Psychologists, Principals, Assistant Principals, and High School Athletic Director.

F. Definitions

1. The term "teacher" when used hereinafter in the Agreement shall refer to a member of the bargaining unit as defined above, and references in which the masculine pronoun is used shall comprise male and female teachers.
2. The term "Superintendent" when used hereinafter in the Agreement shall refer to the Superintendent of the Lake Central School Corporation or his/her designee.
3. The term "insurance" when used hereinafter in the Agreement shall refer to the Lake Central group insurance.

Article II: Association Rights

A. Association Business

The president of the Association or his/her designee shall, upon request, be granted a total of five (5) days per school year to be absent from regularly assigned contractual duties, with pay, to conduct Association business, provided that twenty-four (24) hours written notice is given to the president or president's designee's school building principal. It is agreed that the days provided for herein shall be taken in increments of one-half or full school days.

B. Legislative Leave

1. A bank of five (5) days per year shall be assigned to the Association President for disbursement to teachers at his discretion for the purpose of lobbying. Five additional days shall be granted for the purpose of lobbying provided the days are requested in writing by the President of the Association. Additional days may be granted by the Superintendent. No less than twenty-four (24) hours' notice shall be given by the Association to the Board when the use of this leave is desired. Individual teachers may be granted more than two (2) days in any school year for the purposes of this provision when approved by the Superintendent.
2. Should the Board and the Association mutually agree that lobbying efforts by the LCTA, in addition to those referred to herein above, would be in the best interests of the School Corporation, the Superintendent may, at his discretion, allow a specific number of teachers selected by the LCTA to be absent from school for a specific period with pay for the purposes of legislative lobbying.

Article III: Leaves

Family and Medical Leave Act Overview

The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to:

1. Twelve workweeks of leave in a 12-month period for:
    a. The birth of a child and to care for the newborn child within one year of birth.
    b. The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement.
    c. To care for the employee's spouse, child, or parent who has a serious health condition.
    d. A serious health condition that makes the employee unable to perform the essential functions of his or her job.

Examples of Lake Central benefits through FMLA

1. For family illness that qualifies for FMLA, the teacher shall be permitted to use up to 20 sick leave days with their family member in any given school year.
2. If after the birth of a child, the birth mother experienced additional health complications that made the employee unable to return to work, she would submit the appropriate documentation

from the medical professional. Upon approval she would have the ability to go unpaid or use her available balance of sick days as paid days.

3. If an employee experiences a qualifying event under FMLA, once the documents are submitted and approved, if the qualifying event is for the covered employee, the individual could choose to go unpaid or use their available balance of sick days as paid days.

A. Sick

1. Certified teachers shall be granted nine (9) paid days of sick leave at the beginning of each school year provided they report to work at the beginning of the school year. If an employee begins the school year on leave, the number of paid days of sick leave for that year will be prorated based on the percentage of the school year that remains when the employee returns to duty. Teachers can track their accumulated sick leave days via the corporation business suite platform.
2. Unused leave shall be cumulative from year to year without limit.
3. One (1) day of sick leave with pay will be given for full time Summer School teachers. If unused, these days will be moved to the teacher's benefit bank at the end of summer school. Any teacher working a portion of summer school will have these days prorated accordingly.
4. A teacher who does not renew his contract, or whose contract is not renewed, is not entitled to any unused sick leave benefits after the last contract day of the current school year.
5. A teacher who has prior teaching experience or has prior accredited college teaching experience will be permitted to transfer in their second year of employment with the Lake Central School up to 3 days of sick leave accumulated with the prior school employer and 3 days for each succeeding year until the accumulated sick leave is exhausted.
6. Teachers may also be eligible for up to twelve (12) weeks of unpaid leave for personal/family illness under the Family Medical Leave Act. Any certificated staff member who anticipates an extended leave for themselves or an immediate family member must apply for FMLA regardless of their accumulated leave balance.

B. Personal Business

1. Teachers are entitled to four (4) days for the transaction of personal or civic affairs during the school year without loss of compensation. A written statement of intention to take personal leave shall be submitted to the Building Principal. Additional leave without pay may be granted by the Superintendent.
2. An additional one half (1/2) day of personal leave shall be given to a teacher in exchange for attendance at his/her school's annual open house(s) held outside the regular school day during the first semester of the school year. Prior to the event, the date, time, and place of the event shall be communicated to the school's certified staff. The teacher shall sign in at the open house(s) to guarantee the one half (1/2) day leave. Unused personal leave shall be applied to the teacher's accumulated sick leave. Teachers who are asked to attend more than one open house are entitled to one half personal day for each open house.

C. Workers' Compensation (On The Job Injury including extra-curricular)

A teacher injured in the course of employment must make the initial visit with Lake Central's designated medical treatment facility for workers' compensation. Our designated Franciscan Working Well facilities are located at:

12800 Mississippi Parkway, Suite A 204, Crown Point
7905 Calumet Ave, Munster

The physician must be informed that the visit is the result of an accident described under the Workers' Compensation Act. After that initial visit, any additional medical attention, including surgery, must be first approved by the corporation's workers' compensation insurance carrier. For absence due to injury incurred in the course of the teacher's employment, the Board shall pay, to teachers qualifying for Workers' Compensation, (i.e. medical benefits, disability/impairment benefits) the difference between their salary and the benefits received under the Indiana Workers' Compensation Act for a period not to exceed one hundred (100) school days. Pay received under this provision will not cause reduction in any other leave days provided in this Agreement.

The Board may, in its sole and exclusive discretion, grant to a teacher injured in the course of the teacher's employment such additional paid leave days as the Board deems appropriate.

D. Professional Leave

1. Teachers may request Professional Leave.
2. Requests for Professional Leave must be submitted within sufficient time for Board consideration at the next regularly scheduled Board meeting in advance of requested leave date.
3. Teachers may request reimbursement for travel, food, lodging, and registration fees. Teachers requesting reimbursement shall be informed of approval or denial prior to the leave, and if approved, in part or in total, shall receive payment following presentation of receipts and filing of a claim.
4. All requests for Professional Leave shall be forwarded to the Superintendent. The Superintendent shall provide to the teacher the reason(s), in writing, for any denial of a leave or denial of reimbursement for leave expenses. Such decisions shall be made on a fair basis applied consistently to all affected personnel.

E. Bereavement

The Lake Central School Corporation recognizes the importance of allowing its employees to grieve and celebrate the life of a loved one at or around the time of death. In the case of death within the immediate family, an employee shall be entitled to be absent from work without loss of compensation for a period extending up to five (5) workdays related to the death/funeral services. Immediate family members shall be interpreted as husband, wife, child, sister, brother, mother, father, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, grandparent, step-parent, step-child, or any other member of the family living in the same household no matter what degree of relationship.

The employee shall submit a Bereavement Leave Request form to his/her immediate supervisor indicating the specific funeral/memorial arrangements.

Employees may request to use sick or personal business days in order to attend a service for other persons not considered immediate family.

In the case of the death(s) of a building staff member(s), a committee made up of the superintendent, the building principal, and the LCTA building representative may grant bereavement time for the purpose of attending the funeral. This time shall not cause a reduction in any other leave days provided, loss of pay nor hardship to the school.

F. Military

1. Military leave of absence without pay will be granted to any teacher who is inducted or initially enlists in any branch of the Armed Forces of the United States. Teachers called to military service have been granted status and contract rights under Federal Military Employment Rights Act and Indiana Code.
2. Teachers taking a physical examination required by the military shall be granted absence with pay not to exceed one (1) day.
3. If the National Guard or Reserve Unit is called to temporary active duty during the school year due to an emergency situation, a leave of absence will be granted for a period not to exceed two (2) weeks. The teacher will receive his regular base salary minus that paid by the government.
4. The teacher shall be entitled to re-employment rights in the position he is vacating or one of like status and pay scale, provided:
    a. He is honorably discharged or separated from the Armed Forces.
    b. He is still qualified and competent to perform the duties of such teaching position.
    c. He applies for re-employment within sixty (60) days after separation from active duty.

G. Maternity/Paternity/Adoptive

Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governed by the Family Medical Leave Act and the following:

1. Any teacher who is pregnant is entitled to a leave of absence based on the rules and regulations of the Family Medical Leave Act.
2. Under a normal pregnancy and delivery, a teacher is afforded the benefit of utilizing 30 sick days of their accumulated balance as paid days during the 6 week period immediately following the birth of the child. If a delivery is by C-Section, a teacher is afforded the benefit of utilizing 40 sick days of their accumulated balance as paid days during the 8 week period immediately following the birth of the child.
3. When a maternity leave is requested, the teacher shall select one of the following options:
    a. She shall notify the Superintendent of the subsequent length of her leave based on the expected due date and projected date of return based on the rules governing FMLA above, or
    b. The teacher, the principal, and the Superintendent shall discuss and mutually agree upon the return date. If consensus cannot be reached, the Superintendent shall put in writing the reason for the required return date.
    c. In the event a teacher wishes to change the expected beginning and/or ending dates of a previously arranged maternity leave, she shall use option (a) and/or (b) immediately above.

4. Teachers who desire maternity leave shall have their physician complete the appropriate leave forms.
5. An employee who requests a paternity or adoptive leave that qualifies under the Family Medical Leave Act for up to 12 weeks of unpaid, job protected leave has the option to use sick or personal business days as paid days after the birth of a child.

H. Emergency Leave

1. In case of emergencies, the building principal or his designee may grant permission for a teacher to be absent a part of the day. If coverage of the absent teacher's duties and assignments is of no cost to the Corporation and meets the building principal's approval, the absence without loss of pay will be approved. If cost to the Corporation is a factor, the absence will be charged to an applicable existing leave or be deducted from the day's pay, either of which shall be calculated on a prorated basis of time missed in the regular day.
2. If after a teacher has stated that an emergency exists, but the building principal or his designee does not agree, and the teacher continues to feel that the matter in question must require him to be absent from the building, he may leave after informing the principal of his intended action. The building principal or his designee will report the absence, and the teacher will be subject to loss of pay. Upon return, the teacher may request that the matter be referred to the Superintendent for review and disposition.

I. Jury Duty Leave

1. In case of absence in response to jury duty, the teacher shall receive his regular base salary once the jury duty attendance form is submitted to payroll.
2. In case of absence in response to a subpoena connected with a teacher's school related duties and activities, the teacher shall receive his regular base salary.

J. Extended Medical Leaves

1. For personal illness that extends beyond the period of sick leave compensation (FMLA), an unpaid leave of absence may be requested. If approved, the teacher shall be permitted to continue in the insurance program during the leave until the employee has exhausted their accumulated leave balance. At the point where the leave becomes an unprotected leave, the employee may continue in the insurance program by means of direct payment of the premium to the Lake Central School Corporation for a period not to exceed the length of the approved leave.

K. Extended Leaves

1. Leaves may be granted at the Board's discretion for other reasons based on a recommendation of the Superintendent.

L. Ceremonial Rites Leave

A teacher shall be entitled to be absent from work for one (1) day per school year to attend or participate in rites, ceremonies or services of significance to the teacher which occur during the teacher's workday. The day used shall be deducted from the teacher's sick day allotment.

Article IV: Professional Compensation

A. Glossary of Terms of Purposes for the 2026-27 Compensation Model

Beginning Salary: Initial salary a teacher receives when hired by Lake Central.

Minimum Salary: This number is the lowest salary which any Certified Staff member under contract for the 2026-27 school year will earn provided they are new or, if employed under a contract by Lake Central in the previous year, are eligible for increase under the 2026-27 Compensation Model.

Base Salary: This number is the amount earned in the previous year upon which any increase will be added.

Base Salary Increase: Increase to Certified Staff Member's Base Salary for 2026-27 school year.

Certified Staff: For purposes of compensation model only, this refers to bargaining unit members.

Performance Evaluation Rating: The final categorization of each certified staff member based on the RISE model used in the Lake Central School Corporation.

Year of Experience: earned by each Certified Staff member who works 120 days during a given school year.

Salary Range: The range of salaries for returning Lake Central School Corporation Certified Staff (before any increases under 2026-27 Compensation Model).

B. Literacy Endorsement Base Salary Differentiation

Prior to receipt of increase described in Section C, the base salary of teachers who possess a literacy endorsement by November 1st will be adjusted, as needed, to reflect a one-time $250 differential in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement.

C. 2026-27 Compensation Model

1. Minimum Salary: The Minimum Salary for the 2026-27 school year will be $58,400.
2. Salary Range: The salary range for the 2026-27 school year is $56,700 - $92,400 (not including current year increases or TRF).
3. General Eligibility: To be eligible for a Base Salary Increase, a Certified Staff member must have received a Performance Evaluation Rating of effective or highly effective for the prior school year ("Eligible"). A Certified Staff member who received a Performance Evaluation Rating of ineffective or improvement necessary will remain at their prior year Base Salary.
4. Factors and Distribution:
    a. Evaluation: $1700 increase to base salary for eligible teachers who received a Performance Evaluation Rating of highly effective or effective for the prior school year.

b. Experience: $1000 increase to base salary for eligible teachers who earned a Year of Experience.
c. Academic Needs: $400 increase to base salary for all teachers currently assigned to teach dual credit.

[Note: the academic needs factor accounts for more than 10% of the maximum base salary increase available (total available: $3100, academic needs: $400 = 13%) and the experience factor accounts for less than 50% of the maximum base salary increase available (total available: $3100, experience: $1000 = 32%.]

Eligible teachers on a less than full time contract will receive a Base Salary Increase on a pro rata basis.

5. The Superintendent shall have discretion to increase an eligible teacher's salary to an amount up to $92,400, provided the resultant salary remains within the salary range, for meeting academic needs of students, except that the resultant salary for a speech language pathologist shall be no more than $85,200. The Superintendent will notify the Association President prior to authorizing the increase.

D. Paydays

1. Options
   a. Teachers have the option of having their base salaries paid in either twenty-four (24) installments or twenty (20) installments. Teachers choosing the 20-pay option will not receive regular compensation during the months of July or August.
   b. A beginning first year teacher will have the option of receiving 50% of their first check on the last pay date of the prior contract and the remaining 50% on the first pay date of the new school year.
2. Dates
   a. The initial payday for a school year shall be the same for either pay option.
   b. Payments shall be distributed via direct deposit to the financial institution designated by the employee on the 5th and 20th of each month. If a payday falls on a weekend or bank holiday, payroll will be deposited on the previous business day.
3. Non-Compensatory Absence

   In the event that the administration has reasonable cause to believe that a teacher's absence is non-compensatory, the administration may dock the teacher's pay for the amount of the non-compensatory absence. The administration shall contact the teacher and Assistant Superintendent to notify them of the affected paycheck as soon as possible.

E. New Teacher Salary

The school district will make every effort to hire new full time teachers at the Minimum Salary; however, the Superintendent has the discretion to set the new hire salary at any rate within the Salary Range provided the amount does not exceed the salary of a veteran Lake Central teacher with similar experience and education credentials without prior discussion with the LCTA President. For teachers with unique credentials and licensing, the Superintendent or designee will inform LCTA of the reason for the new hire rate.

F. Homebound Instruction (Grades K-12, inclusive)

Compensation for homebound teaching assignments shall be at the hourly rate of pay earned by the teacher in his regular full-time day school assignment.

G. Extra Classes

Teachers will receive payment equal to their hourly rate when they are assigned the ancillary duty of instructing an additional roster of students during their preparation period.
Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

H. School Improvement/Special Projects

Teachers will be paid at the rate of sixteen dollars ($16.00) per hour when assigned the ancillary duty of participating on school improvement/special projects committees.
Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

I. State Teachers' Retirement Fund Contribution

Indiana Code requires the employee to pay 3% of their gross wages to the State Teachers' Retirement Fund. The Lake Central School Corporation will pay this 3% on behalf of the employee.

J. Grant Writing

A teacher will be paid at the rate of sixteen dollars ($16.00) per hour when assigned the ancillary duty of writing a grant for the school or the school district and is not given release time during his/her workday to do so.
Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

K. Personal Automobile Mileage Allowance

If teachers who are required, in the course of their daily assignments, to drive from one school to another, or to use their personal automobile while conducting school business, as required and approved by the administration, during the regular defined school day, shall receive mileage reimbursement on the basis of the current IRS mileage rate. Athletic and/or extracurricular assignments do not apply.

L. Curriculum Development

Teachers will be paid at the rate of thirty-five dollars ($35.00) per hour when assigned the ancillary duty of working on the Curriculum Development Committee when performing these duties outside of school hours.
Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

Article V: Insurance

A. Life

The Board shall provide life insurance in the amount of fifty thousand dollars ($50,000) for each teacher. The option of an additional fifty thousand ($50,000) is available at the teacher's expense.

B. Accidental Death and Dismemberment

The policy of life insurance provided by the School Corporation to the teachers shall contain an accidental death (double indemnity) and a dismemberment rider to said policy.

C. Hospitalization, Surgery, Major Medical, Dental, and Optical

1. Insurance premiums will change January 1, 2027.
2. The Board shall provide hospitalization, surgery, and major medical insurance protection to teachers for a full twelve (12) month period, commencing the first day of employment in the school year and continuing until August 31st of the following year.
3. The Board shall contribute $12,436 toward the individual cost of the plan for each teacher who elects a single plan.
4. The Board shall contribute an additional $7,464 for a total of $19,900 toward the cost of the premium for the teacher who elects the employee & children plan, the employee & spouse plan, or the family plan.
   The Board's contribution shall be prorated in equal amounts based on 24 pays for those teachers selecting the 24 pay option and 18 pays for those teachers selecting the 20 pay option.
5. The Association shall have the opportunity to have one or more representatives from each building serve on the Benefits Committee which meets monthly to address changes and improvements to the corporation health plan.
6. The Benefits Committee shall mutually agree upon changes made to the plan on an annual basis.
7. The Board shall pay the full cost of a single dental plan premium toward a single or family dental plan for each teacher who elects dental insurance. The Board will pay the full cost of a family dental plan premium for each teacher who elects family dental insurance and family health insurance.
8. The Board shall pay the full cost of a single vision plan premium toward a single or family vision plan for each teacher who elects vision insurance. The Board will pay the full cost of a family vision plan premium for each teacher who elects family vision insurance and family health insurance.

D. Liability

The School Corporation shall carry insurance providing teachers with liability coverage and legal counsel for actions incurred while performing their assigned duties.

E. Long-term Disability

The Board shall provide, at no cost to the teachers, a long-term disability plan that provides a salary protection benefit of sixty-six and two-thirds percent (66.6%), a maximum benefit of ten thousand dollars ($10,000) per month, and a ninety (90) day elimination period. Once an individual qualifies for Long-term Disability, at the conclusion of that specific school year, that

individual will become inactive and thus is no longer considered an employee of the Lake Central School Corporation. If that individual, at some point, no longer qualifies for Long-term Disability they may re-apply for any position in Lake Central in which they are certified and proceed through the interview process.

F. Section 125 of the Internal Revenue Service Code

The Board shall provide a Section 125 premium conversion and dependent care/medical expense benefit plan at no cost to the participating teacher(s).

Article VI: Retirement Benefit

A. Retirement Procedures

1. The teacher shall notify the Board of School Trustees in writing of his/her intent to retire from the School Corporation on or before May 1st of the school year immediately preceding retirement, except in case of serious illness or disability.
2. In case of disability, the teacher shall present to the Board a doctor's statement of disability. The Board reserves the right to request a medical examination by Board appointed doctors.
3. In the event of death of a contracted teacher who is fifty (50) years of age or over, with twenty (20) year's experience, ten (10) of which are at the School Corporation, the designated beneficiary on the Indiana State Teachers' Retirement Fund shall have survivor's rights. Should a teacher desire to designate a beneficiary other than the Indiana State Teachers' Retirement Fund beneficiary, the teacher must provide written notification to the Superintendent by filling out the beneficiary form available in the Superintendent's office. In the event of a teacher's death, a copy of the death certificate is required prior to distribution of this benefit to the beneficiary.

B. Teachers with ten years' experience with LCSC as of June, 2004 (Buy-Out Plan)

1. Covered Group and Benefits

   A teacher member of the Retirement Benefit Buy-Out Program who is fifty (50) years of age or over, with twenty (20) years of experience, ten (10) of which are at the Lake Central School Corporation or who has twenty-five (25) years of experience in the Lake Central School Corporation, may elect to retire from the Corporation and receive a one-time supplemental retirement benefit of two thousand ($2000), plus fifty dollars ($50) for each unused sick leave day. Teachers in the Buy-Out Plan group will receive seventy dollars ($70) for each unused sick leave day that is accumulated above the total accumulated as of July 1, 2015.

   Example:

Total # days accumulated as of June 30, 2015	200 x 50 = $10,000
Total # days accumulated at retirement	278
Less # days at June 30, 2015	-200
	78 x 70 = $ 5,460
Total supplemental retirement benefit:	$15,460

2. Method of Payment

Retirement benefits shall be paid in the teacher's last school year to their 401 (a) plan account or to their VEBA account if requested in writing.

3. Teachers in this program also receive a one-time contribution to their individual VEBA and 401 (a) accounts in July 2005.
4. Beginning with the 2019-20 school year, these teachers will, in addition to their contracted salary, receive an on-going contribution of 3% of their base salary at the end of the school year. The LCTA and the Administration agree the 3.00% contributions will be apportioned with .50% deposited into the VEBA and 2.50% deposited into the 401(a).

C. Other teachers employed with LCSC during the 2003-2004 school year (Ongoing Plan)

1. Teachers employed by the School Corporation during the 2003-2004 school year with less than ten (10) years of experience (in the School Corporation) as of June 30, 2004, had an initial contribution of 1.25% of their base salary (based on the 2002 salary schedule) times their years of service in the School Corporation placed into retirement vehicles (VEBA and 401(a)) by July 15, 2005.
2. Beginning with the 2019-20 school year, these teachers will, in addition to their contracted salary, receive an on-going contribution of 3% of their base salary at the end of the school year. The LCTA and the Administration agree the 3.00% contributions will be apportioned with .50% deposited into the VEBA and the 2.50% deposited into the 401(a).
3. Beginning with the 2015-16 school year, these teachers, if, 55 years of age or over, are eligible for Indiana Teacher Retirement and who have ten (10) years of experience in the Lake Central School Corporation, may elect to retire from the Corporation and receive a one-time supplemental retirement benefit of two thousand ($2000), plus seventy dollars ($70) for each unused sick leave day banked from July 1, 2015. The sick day total to be used in the calculation will be the amount accumulated at retirement minus the amount accumulated as of June 30, 2015. Retirement benefits shall be paid in the teacher's last school year to their 401 (a) plan account or to their VEBA account if requested in writing.

D. Teachers hired by LCSC after the conclusion of the 2003-2004 school year (Ongoing Plan)

1. Those teachers described above in Section C and teachers hired after July 15, 2004, will, in addition to their contracted salary, receive an on-going contribution of 1.25% of their base salary at the end of the school year. The LCTA and the Administration agree the 1.25% contributions will be apportioned with .50% deposited into the VEBA and .75% deposited into the 401(a); except that beginning with the 2019-20 school year, the on-going contribution rate will be 3.00% of their base salary, apportioned with .50% deposited into the VEBA and 2.50% deposited into the 401(a). Teachers will be fully vested in the program after ten (10) years of experience in the School Corporation.
2. These retirement benefits are now similar to the benefits described above in Section B with the exception of the age at which a teacher qualifies. Beginning with the 2015-16 school year, these teachers, if 55 years of age or over, are eligible for Indiana Teacher Retirement and who have ten (10) years of experience in the Lake Central School Corporation, may elect to retire from the Corporation and receive a one-time supplemental retirement benefit of two thousand dollars ($2000), plus, seventy dollars ($70) for each unused sick leave day from July 2015 forward. The sick day total to be used in the calculation will be the amount accumulated at retirement minus the

amount accumulated as of June 30, 2015. Retirement benefits shall be paid in the teacher's last school year to their 401 (a) plan account or to their VEBA account if requested in writing.

E. Additional information that applies to teachers in C and D above:

Since 2004, teachers who had less than 10 years at LCSC and those hired after July, 2004 have been receiving 1.25% (changing to 3.00% in 2019-20) of their salary contributed to their 401a/VEBA accounts while veteran teachers described in Section B above, until 2015-2016, did not receive that contribution to their 401a/VEBA accounts. It is for this reason teachers who have accumulated days prior to the 2015-2016 school year will be compensated for their days at retirement using the calculation described in Section B above.

Example: Teacher has taught for ten years and has 35 days in his accumulated sick bank as of June 30, 2015. He teaches for twenty more years and at retirement has a total accumulation of 235 days. The sick day benefits paid to his 401a or VEBA will be calculated as follows:

Total # days at retirement:	235
Less # days accumulated as of 6.30.15:	- 35
Net:	200
Multiplied times $70 per day	$14,000

F. Retirement Insurance Program

Immediately following retirement, the teacher shall have the option of remaining in the Corporation's current hospital/major medical insurance program, hereinafter referred to as group health plan, if the following conditions are met as of the date of retirement and thereafter:

1. While the retired teacher is enrolled in the group health plan, the retired teacher shall pay the entire insurance premium applicable to the insurance coverage, with the annual payment to be made on or before September 1st for the succeeding year or make arrangements for monthly payments of the premium; and
2. Within ninety (90) days of the retirement date, the teacher has provided a written request to the School Corporation for participation in the group health plan.

When a retired teacher first becomes eligible for Medicare (age 65), the teacher's eligibility to continue to participate in the School Corporation's group health plan shall terminate. The teacher's spouse and dependents, if any, will be allowed to continue participation for 36 months as required by COBRA, or until eligible for Medicare, whichever occurs first. It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2-6. Therefore, this right to extended coverage shall not override any rights to continuing healthcare coverage.

Forfeiture Policy for teachers who are not vested

If a teacher is a member of C or D (above), and his/her employment is severed due to a reduction in force, special provisions regarding forfeiture will apply. In order to protect any teacher who may be rehired

after being part of a Reduction in Force, VEBA and 401 (a) accounts will not be forfeited until September 1st of the subsequent school year.

Additional Information on VEBA and 401 (a)

The School Corporation shall contribute to a voluntary employee's beneficiary association (VEBA) as described in section 501(c)(9) of the Code, that amount representing the present value of the group health insurance benefits and term life insurance as calculated for all employees. The organization administering the VEBA account shall be made by mutual agreement. (Currently Security Benefit) The term and conditions for the administration and operations of the VEBA shall be as follows:

1. The amount calculated for each employee will be invested in a separate VEBA account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.
2. Until such time that an employee has retired and satisfied the eligibility requirements, the employee shall have no access to the assets held in his or her separate VEBA account. At no time may a participant borrow from the VEBA plan account.
3. Following retirement, a retired employee may elect to commence distributions from his VEBA account to pay health insurance premiums of the employee, spouse, and dependents. If an employee dies after having satisfied vesting requirements, the deceased employee's spouse or dependent children (or other dependents as defined by the IRS), will be able to use the remaining funds in the account for their eligible health care expenses. If the employee has no surviving spouse or dependent(s), any remaining funds will be forfeited. NOTE: IRS Revenue Ruling 2006-36 does not permit the payment of benefits to non-dependent heirs in the event a deceased participant has no surviving spouse or dependent(s).
4. If an employee resigns or otherwise terminates employment before satisfaction of vesting requirements, the terminated employee's VEBA account shall be forfeited as of June 30.

401(a) Plan

The School Corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. The organization (Currently Met Life), administering the 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:

1. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) plan.
2. Until such time that an employee has retired and satisfied eligibility requirements, the employee shall have no access to the assets held in his or her separate 401(a) plan account. At no time may a participant borrow from his 401(a) account.
3. If an employee retires or otherwise terminated employment before satisfaction of vesting requirements, the terminated employee's 401(a) plan account shall be forfeited as of June 30.
4. Following retirement and the satisfaction of vesting requirements, a retired employee may elect to commence distributions from his 401 (a) plan account. If an employee dies after having satisfied

vesting requirements, the deceased employee's 401 (a) plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made.

Article VII: Co-Curricular and Extra-Curricular Stipends

A. Co-Curricular

CO-CURRICULAR STIPENDS

Band/Chorus	**2026-27 Stipend Amount**
6th Grade Band (Summer & Fall) Band (Middle)	2,119
Chorus – H.S.	8,476
Chorus – Middle School	4,238
Band – H.S.	10,595
Band Assistant – H.S.	4,238
Summer Marching Band – H.S.	3,815
Summer Percussionist – H.S.	3,450
Fall Marching Band – H.S.	3,815
Band – Middle School (Jazz/ISSMA)	4,238
Musical Choir & Programs – Elementary	633 per program
Color Guard/Winter Guard-HS	11,641
Media/Performing Arts	
Newspaper – H.S.	3,795
Yearbook-H.S.	3,795
Broadcasting/LCTV– H.S.	3,795
Art Shows	139 each
ESL Coordinator	5,750
Dean of Students	5,750

B. Extra-Curricular Compensation Stipends

EXTRACURRICULAR COMPENSATION STIPENDS
SCHEDULE OF ADDITIONAL PAY FOR SPECIAL NEEDS

For some extracurricular positions, the number of positions is included for informational purposes only. The number of positions has not been bargained and cannot be bargained in any future collective bargaining agreement.
All extracurricular compensation as listed is based on the completion of the assignment. Interruptions of duty will result in prorating of pay to cover the period worked.

SPORTS AND SPORT RELATED	2026-27 Stipend Amount
Middle School Athletic Coordinators - 1 each	8,476
Weight Training Coach/Proj Coor – H.S	19,070
Basketball	
Boys Head – H.S.	13,101
Girls Head – H.S.	13,101
Boys/Girls Assistant – H.S.	8,336
Boys/Girls JV – H.S.	8,336
Boys/Girls – Freshmen	6,780
Boys/Girls Assistant – Freshmen	5,085
Boys/Girls – M.S. 7/8 - 2 each	5,085
Boys/Girls B Team Assistant (MS - as needed)	3,289
Baseball	
Head Varsity - H.S	9,145
Assistant Varsity – H.S.	6,357
Head J.V. – H.S.	6,357
Freshmen Head – H.S.	5,933
Football	
Head – H.S	17,250

Assistant – H.S. (6)	7,707
Freshmen Head – H.S.	7,205
Freshmen Assistant – H.S. (3)	6,780
Middle School 7/8 (2 per MS)	5,208
Assistant M.S. (2 per MS)	3,706
Golf	
Boys – H.S.	6,863
Assistant Boys-H.S	4,411
Girls – H.S.	6,443
Assistant Girls – H.S	4,411
Gymnastics	
Gymnastics H.S	8,334
Assistant Gymnastics H.S	5,212
Gymnastics Middle School	3,163
Soccer	
Boys/Girls Head – H.S.	7,934
Boys/Girls Assistant – H.S.	5,933
Boys/Girls C-Team– H.S.	5,933
Softball	
Head Varsity H.S	9,145
Assistant Varsity H.S	6,357
Head J.V. H.S	6,357
Swimming	
Boys/Girls Head – H.S.	10,031
Boys/Girls Assistant – H.S.	6,780
Diving – H.S.	6,780

Assistant Diving – H.S.	3,390
Tennis	
Boys/Girls – H.S.	6,817
Boys/Girls Assistant – H.S.	4,283
Track (Indoor and Outdoor)	
Boys/Girls Head – H.S.	8,858
Boys/Girls Assistant – H.S.	5,933
Boys/Girls – M.S. 1 each	4,143
Boys/Girls - Assistant M.S. 1 each	2,543
Cross Country	
Boys/Girls – H.S.	7,557
Boys/Girls Assistant – H.S.	4,662
Boys/Girls – M.S. 1 each	3,815
Boys/Girls Cross Country Asst - M.S. (as needed)	1,771
Volleyball	
Boys/Girls Head – H.S.	8,316
Girls JV/Assistant – H.S.	5,933
Boys/Girls JV – H.S	5,933
Girls Freshmen – H.S	4,662
Girls Head – Middle School 7/8 - 2-each	4,662
Wrestling	
Boys Head – H.S	9,323
Boys Varsity Assistant – H.S.	6,780
Boys Junior Varsity – H.S./Freshmen	5,510
Boys Freshman Assistant – H.S.	4,761
Girls Head – H.S.	6,900

Girls Assistant/Trainer – H.S.	2,320
Skin Fold Measurement – H.S	424
Boys Middle School - 1 each	4,662
Boys Assistant Middle School - 1 each	3,815
Cheerleading	
Cheerleading H.S.	6,484
Cheerleading Varsity Assistant – H.S.	3,815
Freshman Cheerleading.	3,602
Cheerleading Middle School - 1 each	3,602
Dance	
Poms – Middle School - 1 each	2,967
Centralettes – H.S.	2,543
Flag Football	
Girls Head – H.S.	5,000
Girls Assistant – H.S.	2,500

ACADEMIC/EXTRACURRICULAR/STUDENT SERVICES ACADEMIC

Academic Coaches	**2026-27 Stipend Amount**
Academic Super Bowl (H.S./M.S.) 1 each	2,967
Academic Super Bowl Assistant – (H.S)	1,000
Business Professionals of America (H.S.)	2,967
Future Problem Solving – M.S.	2,967
Science Olympiad (H.S./M.S.) 1 each	2,967
Science Olympiad Assistant (H.S./M.S.) 1 each	848
Student Government (H.S./M.S.) 1 each	1,695

Hoosier Spell Bowl (H.S./M.S.) 1 each	1,695
Hoosier Spell Bowl Assistant – M.S.	424
Spell Bowl 5th grade 1 each	759
Math Counts – M.S. - 1 each	1,695
Math Bowl 5th grade 2 each	759
Elementary Spell Bowl - 2 each	759
Elementary Math Bowl 2 each	759
Student Council - 5th Grade	1,695
Student Government - EL 2 each	848
Publications – M.S. - 1 each	1,898
Class Sponsors	
Grade 9 (2)	1,059
Grade 10 (2)	1,272
Grade 11 (2)	1,695
Grade 12 (2)	1,695
Media/Performing Arts	
Photography Coordinator-HS	848
Art Club – H.S.	1,272
Debate - HS	3,815
Rune - HS	1,695
Band/Music	
Drumline H.S (Winter)	5,721
Choir Accompanist – M.S. (Kahler)	114
Grade 5 Music Program – M.S.	1,272
Play	
Choreographer – H.S.	1,059

Choreographer – Choral H.S.	2,119
Fall Play Director – H.S.	4,874
Fall Play Assistant – H.S.	3,179
Musical Play Director – H.S.	7,416
Musical Play Assistant – H.S.	3,602
Musical Director – Play – Instrumental – H.S.	1,695
Musical Director – Play – Vocal – H.S.	1,695
Freshmen Play – H.S	4,874
Freshmen Play Assistant – H.S	3,221
Play Director – M.S - 1 each	2,543
Play Assistant – M.S - 1 each	1,272
Summer Theatre – H.S.	6,357
Summer Theatre Assistant – H.S.	6,357
Clubs	
Academic Letterwinners – H.S	1,695
Astronomy – H.S	848
Best Buddies – H.S	2,530 Split by sponsors
Best Buddies – M.S	2,530 Split by sponsors
Chess – H.S./M.S. - 1 each	1,695
Chess Asst – M.S.	848
Chess Club - EL	848
Dollars for Scholars – H.S	1,392
Friendship Club – M.S. - 1 each	1,272
Future Medical Prof – H.S.	848
Fitness Club Grade 5 – M.S. 1 each	848
Girls on the Move	848

Girls on the Run – EL & M.S.	2,543
Grade 5 Cooking Club - M.S. - 1 each	848
Help Club - M.S. - 1 each	848
Hispanic Heritage Club	1,695
Interact - H.S	2,119
International Thespian Society – H.S	2,530
Junior Honor Society – M.S. - 1 each	1,272
N-Teens – H.S (winter formal)	2,543
N-Teens Assistant – H.S	848
National Honor Society – H.S.	1,695
Science Show - EL (pd 1/2 day off for set up)	127
Robotics - HS	3,500
Robotics - MS	1,695
Robotics - EL	1,012
Project LIT - MS	1,272
eSports - HS	1,725 (1st semester only)
FCCLA	2,967
Mentor Ambassador Coordinator	2,530 split by sponsors
Dungeons & Dragons – H.S.	848
French Club – H.S.	1,695
Student Services	
Auditorium Coordinator – H.S.	1,926
Department Chair Stipend	5,157
Department Chair Allowance per member of department (excluding special education staff and themselves)	75
School Improvement Chair - HS	1,272

Mentor Teacher	500
Unified Sports	
Football Head Coach - HS/MS	2,530
Football Assistant Coach - HS/MS	1,898
Track Head Coach - HS/MS	2,530
Track Assistant Coach - HS/MS	1,898
Special Olympics Basketball - MS/HS 2 each	1,021
Special Olympics Bowling - MS/HS	881
Miscellaneous	
LC Sponsored Summer PD	$57.50/day
Wednesday/Thursday/Friday School	$100 per session for high school $66 per session for middle school

Article VIII: Effect of the Agreement

A. Severability

If any provision of this Agreement or any application of this Agreement to any teacher or group of teachers is determined to be contrary to law, then such provision shall automatically be deleted from this Agreement and its application shall thereafter cease. In such an event, the parties shall meet to bargain a replacement clause for the severed provision, to the extent permitted by law; but all other provisions and applications of the Agreement shall continue in full force and effect.

B. Entire Agreement

The parties mutually agree that this Agreement has been executed pursuant to the provisions of IC 20-29-6 and that it contains the entire Agreement and understanding between the parties thereby superseding all previous oral or written Agreements. This Agreement may not be changed or amended except by a written instrument signed by both parties.

C. Attestations

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on 08.24.26 at 7:00 pm. Electronic participation from the parties and/or public was not permitted. No testimony was provided.

2. A public meeting in compliance with I.C. 20-29-6-19 was held on 10.19.26 at 7:00 pm, to discuss the tentative agreement. Electronic participation from the governing body and public was not permitted.

D. Ratification

This Agreement, having been ratified by the Association and the Board is so attested to by the parties' signatures below:

For the Association:

Ratification Date: 10/27/26

By: Nicholas F Mayer
President

Date: 11/10/26

For the Board:

Board Approval Date: 11/09/26

By: Cindy Seed
President

Date: Jessie Malcolm

By: Nicole Kelly
Secretary

Date: 11/09/26

By:
Superintendent of Schools

Date: 11/09/26