

2026/2027 Collective Bargaining Agreement
Between
Lakeland School Corporation
And
Lakeland Education Association

July 1, 2026-June 30, 2027

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Collective Bargaining Agreement

Article I

Introduction

Section 1 THIS AGREEMENT, made and entered into on this 11th day of November 2026 by and between Lakeland School Corporation, a public school corporation organized under Indiana Law, herein called SCHOOL, and Lakeland Education Association, a school employee organization, herein called ASSOCIATION, the terms, conditions, and provisions of this agreement are as follows:

Section 2 The SCHOOL or LSC hereby recognizes the ASSOCIATION or LEA as the exclusive representative of all certificated school employees (defined by IC 20-29-2-4) of the school employer (defined by IC 20-29-2-15), Lakeland School Corporation; excluding, however, all substitute teachers (defined by IC 20-28-9-7) and all supervisors (defined by IC 20-29-2-19), confidential employees (defined by IC 20-29-2-5), employees performing security work (defined by IC 20-29-2-8) and non-certificated employees (IC 20-29-2-11). Also excluded from the bargaining unit are: School Psychologist, Speech Pathologists, Speech Pathology Assistants and the Director of Student and Staff Success.

Section 3 Definitions

A. **Days** shall refer to calendar days unless otherwise specified.
B. **Teacher** refers to each and every member of the bargaining unit as described in Article I Section 2.

Article II

Salary and Wage Provisions

Section 1 **Salary Range**

A. At the beginning of the 2026-2027 school year the salaries of returning teachers were between $45,000 and $78,131.32 not including this year's increases or Indiana Teacher Retirement Fund contributions.
B. After the increases outlined in this Compensation Plan, the salary range will be $45,500 to $76,341 for returning full-time teachers not including Indiana Teacher Retirement Fund contributions.

Section 2 **Literacy Endorsement Base Salary Differentiation**

A. The base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $500.00 differential in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement.

Section 3 **Base Salary Increases**

A. Eligibility: To be eligible for the factor based increases a teacher must have been employed by Lakeland School Corporation for a minimum of 120 days during the

2025-2026 school year.

B. Factors and Definitions
    a. Academic Needs of Students:
        i. All teachers that successfully completed professional development offered by Lakeland School Corporation during the 2025-2026 school year will receive $100 added to their base salary.
    b. Evaluation Rating:
        i. All teachers with Effective or Highly Effective ratings for the 2025-2026 school year (and teachers in their first two full years of instructing students with any rating for 2025-2026) will receive $500.00 added to their base salary.
    c. Experience:
        i. All teachers who worked a minimum of 120 days at Lakeland School Corporation during the 2025-2026 school year will receive $400.00 added to their base salary.

C. The total available increase to a teacher is $1,000.
    a. Academic Needs 10%
    b. Evaluation Rating 50%
    c. Experience 40%

D. Cap base pay at $76,150. When an employee reaches $76,150 as base salary, all monies earned over the cap will be paid as an annual stipend, with the exception of teachers who meet the cap but have earned the Early Literacy Endorsement, they will cap at $76,650.

One-Time Stipend

A. All teachers who worked a minimum of 120 days during the 2025-2026 school year will receive a one-time stipend, which is not added to the base, of $250.00. Payable the first pay of December 2026.

Section 4 **New Hire Salaries**

A. The salary for a newly hired teacher with no experience or additional educational attainment is $45,500.

B. The salary for a newly hired teacher with no experience and an early literacy endorsement is $46,000.

C. The salary for new hires with verified teaching experience or additional education attainment will be determined by the Superintendent based on the bands below. The Superintendent reserves the right to place new staff within the experience band they fall in. In order to place a new staff member outside of the years experience band agreement from the LEA must be obtained.

Years	Low	High
0-5	$45,500	$57,491
6-10	$48,491	$62,300
11-15	$51,491	$61,991

16-20	$53,991	$70,238
21+	$56,991	$76,341

Section 5 Ancillary Duty Pay

A. Upon completion of the new teacher in-service and attendance at the first day of school, new teacher in-service attendees will be paid the substitute teacher per hour rate for time of attendance at the inservice.

Section 6 Lakeland teachers employed to provide training for other teachers within the Lakeland School Corporation will be paid on the following schedule:

A. Services provided on non-contracted days:
    a. $125/day Stipend for non-contracted instructional or academic need
    b. $50/day Preparation for non-contracted instructional or academic need
    c. Or, if preferred, Professional Growth Points (PGPs) for preparation and presentation.
B. Services provided on contract days:
    a. $50/day Preparation for providing professional development
    b. Or, if preferred, Professional Growth Points (PGPs) for preparation and presentation.
C. Lakeland teachers providing training during 2 hour delay days, that is not related to their role as a PLC leader or other stipend role, will receive $50 total for planning and presentation.

Section 7 TEACHERS attending professional development activities outside of contract time that are for the benefit of the district and approved by the Superintendent, shall be paid $30/hour. Travel time and time outside of professional development are not included.

Section 8 The SCHOOL will maintain an annual bank of 200 additional Service Days. No more than 200 days may be allocated in any given school year. Days are not cumulative from year to year. Any TEACHER may make an application, in writing, to his/her building principal for use of additional service days to do a project complementary to the SCHOOL's curriculum. The application shall:

A. State the purpose of the project;
B. The number of non-contract days requested to complete the project and the projected completion date
C. What will be created or gained by completion of the project;
D. How the project is tied to the SCHOOL's curriculum;

E. Conditions by which completion of the project can be determined.There should be a tangible product of some sort.
F. Proposals are due to the building principal no later than May 1 of the calendar year for which the project is to be completed.
    a. Upon approval of the given teacher's building principal, and the Superintendent or his/her designee a TEACHER will be allocated a specific number of days to do the project.
    b. When the TEACHER believes the project is complete, he/she shall present the product to the principal who shall determine if the product conforms to the approved project plan. The principal will be as objective as he/she can be in making the determination. If the product is not approved by the principal, the TEACHER will be allowed additional time (but not additional service days) to revise the product to the satisfaction of the principal.
    c. When the product is approved by the principal, the principal shall notify the Superintendent. The TEACHER will then complete a claim to be processed for payment at an hourly rate of $30/hour.

Section 9 Ancillary Duty- Special Education Teachers shall receive partial compensation for the extra time and responsibilities inherent in their assignments with such compensation coming in the form of annual paid release time from regular duties to be used in the writing of IEPs and/or in preparation for Case Conferences. Upon a given TEACHER's written notice, such released time will be approved by the district's Director of Special Education/Superintendent relative to the number of special needs students assigned to the given TEACHER. For Special Education Teachers, one-half day of paid released time shall be granted for each 10 or fraction thereof, special needs student they serve as TEACHER of record.

If TEACHERs are required to be present at Case Conference outside of contract time, the time served for the conference may be submitted for remuneration at the rate of $30/hour.

Section 10 In house substitute teaching, regardless of the circumstance, shall be paid at $25.00, per said period of time, to be paid on the following payroll.

Section 11 Coverage of after school detention/Saturday school, and summer school shall be paid at the rate of $30/hour.

Section 12 All TEACHERs are contracted for 186 work days per year. This is included for information purposes only and was not bargained. When extended days are added the compensation will be based upon the base pay divided by 186 to find

the per day pay. The per day pay will be added to the contract in accordance with the number of additional days.

Section 13 TEACHER's compensation shall be paid in 26 bi-weekly equal installments. If a proper written application for retirement at the conclusion of the school year is filed by a TEACHER, payment thereof will be made by the SCHOOL to such TEACHER no later than June 30th. If a TEACHER resigns, during the school year, and the resignation is accepted by the SCHOOL, a lump sum payment of the balance of such TEACHER's earned compensation will be made by the SCHOOL to such TEACHER on the next scheduled payday. If a TEACHER resigns, effective at the conclusion of the school year and the resignation is accepted by the SCHOOL, payment thereof will be made by the SCHOOL to such TEACHER no later than June 30th.

Section 14 Extra curricular/Co Curricular Activity Pay Schedule. Please See Appendix A

Article III
Wage/Salary-Related Fringe Benefits

Section 1 Leaves

A. In all cases where a TEACHER is unable to teach because of a disability substantial in nature or duration, including disability arising from major surgery, pregnancy, childbirth, physical illness, mental illness or severe emotional disturbance, causing a temporary disability for more than three (3) weeks, the following shall be followed:
    a. Pregnancy. A TEACHER who is pregnant may continue in active employment late into pregnancy as long as the TEACHER is physically able to fulfill their professional duties. Temporary disability caused by pregnancy shall be governed by the following:
        i. Any TEACHER who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if TEACHER notifies the SCHOOL at least thirty (30) days before the date on which TEACHER wishes to start leave. TEACHER shall notify the SCHOOL of the length of this leave, including with this request either a physician's statement certifying pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in case of a medical emergency caused by pregnancy, the TEACHER shall be granted a leave, as otherwise provided in this section, immediately on request and the certification of the emergency from an attending physician.
        ii. ALL or part of a leave taken by a TEACHER because of a temporary disability caused by pregnancy shall be charged to the TEACHER's

available sick days. However, the TEACHER is not entitled to take accumulated sick leave days when the TEACHER's physician certifies that the TEACHER is capable of performing the TEACHER's regular teaching duties. The TEACHER is entitled to complete the remaining leave without pay.

b. Other. Temporary disabilities, other than pregnancy, shall be governed by the following:
    i. Where temporary disability is not a physician certified medical emergency the TEACHER shall request said leave at least thirty (30) days before TEACHER wishes leave to begin. Said request shall include the length of this leave and a physician's statement referencing said temporary disability. The leave of absence shall begin at the end of the grading period. However, in the case of a physician certified medical emergency, the TEACHER shall be granted a leave, as otherwise provided in this section, immediately on request and the certification of the emergency from an attending physician.
    ii. All or part of a leave taken by a TEACHER because of a temporary disability shall be charged to available sick days. However, the TEACHER is not entitled to take accumulated sick leave days when the TEACHER's physician certifies that the TEACHER is capable of performing the TEACHER's regular teaching duties. The TEACHER is entitled to complete the remaining leave without pay.
    iii. No leave under Section 1 of this Article may be granted for a period exceeding 1 year.

B. Each TEACHER shall be entitled to be absent from work on account of illness, doctor's appointment, or quarantine for a total of ten (10) days the first year and 7 days in each succeeding year, without loss of compensation. These days may be taken in increments of whole, half, and quarter days. If in any one school year the TEACHER shall be absent for such illness, doctor's appointment, or quarantine less than the prescribed number of days, the remaining days shall be accumulative to a total of 90 days. If a TEACHER's accumulated sick leave account is at the maximum and at the end of the school year the TEACHER has unused sick leave days above the maximum, an amount equal to the number of unused sick days multiplied by the certified substitute TEACHER daily rate shall be deposited in the TEACHER's 401(a) account. Such deposit shall take place no later than August 31st.

C. Each TEACHER shall be entitled to be absent from work 3 days, without loss of compensation, in case of illness, surgery, or accident involving the spouse, child (natural, adoptive, foster, and step), and parents of the TEACHER. This leave shall not be cumulative. In the event additional days are needed, a TEACHER may use up to five (5) days of accumulated sick leave. TEACHERS may be required to produce a medical doctor's statement verifying that the condition is a serious family medical emergency.

D. Each TEACHER shall be entitled to be absent from work, without loss of compensation, on account of death in the immediate family for a period extending not more than 5 school days beyond such death. For the purpose of this Section, the immediate family shall include husband, wife, children (natural, adoptive, foster and step), parents, mother-in-law, father-in-law and brothers and sisters that are residing in the home of or are dependent on the TEACHER. This leave shall not be cumulative. Bereavement leave for other persons or additional days may be approved by the Superintendent upon request.

E. Each TEACHER shall be entitled to be absent from work, without loss of compensation, for up to two school days, to attend the funeral of any brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandparent-in-law, grandchild, uncle, aunt, niece and nephew. This leave shall not be cumulative. Bereavement leave for other persons or additional days may be granted by the Superintendent upon request.

F. Each TEACHER shall be entitled to be absent from work 4 days, without loss of compensation, for the transaction of personal business and/or conducting of personal or civic affairs during TEACHER year of employment; provided,
    a. That such absences shall not be allowed for less than one half day and notice of such leave shall be submitted in writing to the building principal 24 hours in advance, (except in emergencies, at which time the reason and necessity for the absence shall be set forth).
    b. TEACHERs, based on the first to request said leave, may use a personal day on a full day scheduled for Professional Development with the following limitations:
        i. Jr/Sr High: limit 4 people.
        ii. Intermediate: limit 2 people.
        iii. Primary: limit 2 people.
    c. Personal business days, requested on a school day immediately preceding or following a calendared vacation will be granted based on first to request leave, and limited to approximately 10% of certified staff per building based on the 24-25 census, and rounded up:
        i. Jr/Sr High: limit 6 people.
        ii. Intermediate: limit 3 people.
        iii. Primary (includes Prek): limit 3 people.
        iv. If the limit is reached, a TEACHER may take leave, but will be charged 2 days for each personal business day taken. Emergency or unique circumstances may be presented to the Superintendent for waiver of this clause.
    d. This leave shall not be cumulative as personal leave, but personal leave days totaling one half day or more not used by a TEACHER during the contract year shall be transferred to TEACHER's accumulated sick leave account. If a TEACHER's accumulated sick leave account is at the maximum, an amount equal

to the number of unused personal days multiplied by the certified substitute teacher daily rate shall be deposited in the TEACHER's 401(a) account. Such deposit shall take place no later than August 31st.

G. To attend curricular or co-curricular education conferences, a TEACHER may be considered to be absent from work for two (2) conferences or workshops, without loss of compensation; provided however, that no more than one (1) such absence shall be for the same assignment; and provided further that no single such absence shall exceed two (2) consecutive school days; and provided further, however, that no such leave may be taken by any TEACHER without written permission from the Principal and Superintendent. A request by a TEACHER to attend more than two (2) conferences or workshops in a school year or to attend a conference or workshop lasting longer than two (2) days must be discussed in detail with the Principal and must receive additional approval of both the Principal and the Superintendent. Meetings and conferences of school employee organizations of any kind (local, state, national, or others) will not be considered for authorized absences from work within the meaning of this section.

H. A TEACHER shall be entitled to be absent from work, without loss of compensation, for jury duty; provided, however, that for such periods of absence from work; the TEACHER shall receive only the difference between the amount of regular compensation, otherwise due and owing, and the amount received for such jury duty.

I. Leave without loss of pay shall be granted to subpoenaed TEACHERs, who are disinterested third parties (neither plaintiff or defendant) in a legal action related to the performance of their job duties, for the time necessary to make appearance(s). When subpoenaed for reasons unrelated to their job duties the TEACHER may utilize personal business days. If the TEACHER lacks enough personal business days to cover the time, they may appeal to the Superintendent to transfer sick days to personal days to cover the time necessary to make appearance(s).

J. The SCHOOL will allow a TEACHER to use any available leave to compensate for the difference between the amount of Worker's Compensation insurance benefits received by a TEACHER for injury incurred in the course of TEACHER's employment. The number of days of leave shall be deducted from the TEACHER's accumulated sick leave for such days of absence will be computed to the nearest one-half day in order to insure minimal loss of pay.

K. The SCHOOL shall grant credit for military service as specified in State Statute.

L. A TEACHER may request emergency leave when a family member (spouse, child, parents of TEACHER) is stricken by an imminently life-threatening accident or illness. This type of leave will allow the TEACHER to use accumulated sick leave days and personal days as well as family illness days if leave is approved. No other leave, including the use of the sick leave bank is allowed under this type of leave. The TEACHER may be required to produce a medical doctor's statement verifying that the condition is imminently life threatening.

M. Each TEACHER will be entitled to ten (10) paid maternity/paternity leave days to be used within 30 days of the birth or adoption of a child.

Section 2 Insurance

A. The SCHOOL will maintain a Group Health Plan through the Northeast Indiana School Insurance Trust (NEISIT) for all TEACHERs.
   a. The SCHOOL will pay $20,253.00 as its contribution toward a family premium for TEACHERs who take one of the available NEISIT's family health insurance plans. A given TEACHER may choose to apply the SCHOOL payment toward any of the NEISIT's available levels of family coverage, subject to the restrictions of the NEISIT. For any premium increases after the 2019-2020 school year, the SCHOOL will pay 50% of the premium increase based on Plan B. For any future decreases in premiums, the cost may be added to the SCHOOL's contribution.
   b. The SCHOOL will pay $7,164.00 as its contribution toward a single premium for TEACHERs who take one of the available NEISIT's single health insurance plans. If the TEACHER elects a single Plan D the SCHOOL will pay $7,702.00. A given TEACHER may choose to apply the SCHOOL payment toward any of the NEISIT's available levels of family coverage, subject to the restrictions of the NEISIT. For any premium increases after the 2019-2020 school year, the SCHOOL will pay 50% of the premium increase based on Plan B. For any future decreases in premiums, the cost may be added to the SCHOOL's contribution.
   c. Upon receipt of proper written authorization, in compliance with all laws applicable thereto, from a TEACHER participating in the plan, the SCHOOL will deduct from the TEACHER's pay the TEACHER's share if any, of the premium for the plan coverage the TEACHER elects and the SCHOOL will remit such amount along with its own share of the premium to the plan administrator.
   d. This policy shall become effective October 1st of each school year, and the above mentioned deductions will be made one month in advance.
   e. If an employee is enrolled in Lakeland's medical insurance the SCHOOL will make an annual contribution of $750.00 for single coverage and $1,500.00 for a family plan into an HRA. This will be paid in monthly installments for only the months that are covered by medical insurance. Single will receive $62.50/month, and Family will receive $125/month.
   f. Upon the initial hire or HIPAA qualifying event, a TEACHER will have thirty (30) days to select from any one of the plans offered by NEISIT, family or single coverage or they may move to another available plan during open enrollment between August 1st and September 10th annually.
   g. The SCHOOL will continue to contribute toward the cost of the NEISIT wellness initiative such as the Wellness Clinic and internally sponsored wellness initiatives.

h. The Corporation is a member of the Northeast Indiana School Trust. In the event that the Trustees of the Northeast Indiana School trust approve a premium holiday, the holiday shall be shared equitably between the Corporation and its employees that participate in medical coverage provided through the Northeast Indiana School Trust. Specifically, the Corporation shall receive a credit towards the amount of premium payable under the terms of this Agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday.

B. The SCHOOL will maintain a Group Term Life Insurance Policy including an Accidental Death and Dismemberment Rider, with a principal death benefit sum of $50,000.00 for each participating, for all TEACHERs enrolling therein, and will pay all but $1.00 of the premium. The remaining $1.00 of the premium will be paid by the TEACHER. This policy shall become effective the first contract day. The deduction will be made from the first pay in October. The face value of the Life Insurance decreases due to age beginning at age 65.

C. The SCHOOL will maintain a Long Term Disability Insurance Policy for all the school employees who are members of the Unit, specified in Article I, enrolling therein, and will pay the cost of the premium less one dollar. The remaining $1.00 premium will be paid by the TEACHER. Upon receipt of proper written authorization, in compliance with all the laws applicable thereto, from such a school employee insured under such Policy, the SCHOOL will deduct from the pay of such school employee the amount of said school employee's contribution to the cost of said premium and remit such amount to the insurance company. This policy shall become effective the first contract day. The deduction will be made from the first pay in October.

D. All benefits heretofore mentioned in this Article shall be prorated on the FTE basis of the school employee.

E. The SCHOOL will maintain a Section 125 Flexible Benefit Plan which will include the basic plan plus a flexible spending provision for all the school employees who are members of the Unit, specified in Article I, enrolling therein. Upon receipt of proper written authorization, in compliance with all the laws applicable thereto, from such a school employee participating in said plan, the SCHOOL will deduct from the pay of such school employee the amount of said school employee's contribution to the cost of said premium and remit such amount to the company managing the Section 125 Plan. Any TEACHER may elect to have deductions pre-tax or post-tax.

Section 3 Retirement

A. Accumulated Sick Leave Benefit

a. Upon retirement, a TEACHER, hired prior to the 2027-2028 school year, shall be entitled to payments and/or contributions for sick leave days that are unused and accumulated as of the end of the school year in which retirement occurs equal to the product of the following (the "Retirement Sick Leave Amount"):

i. The lesser of:
    1. Total number of the retiring TEACHER's accumulated, unused sick leave days or
    2. Ninety (90) days times Ninety dollars ($90.00) per day.

ii. Up to two thousand dollars ($2,000.00) of the vested Retirement Sick Leave Amount shall be paid to the retiring TEACHER, less applicable withholdings, in the year of retirement.
    1. The excess of the Retirement Sick Leave Amount less the Retirement Increment of immediately preceding Subsection B, if any, shall be contributed to the 401(a) Plan.

B. The SCHOOL will pay the required individual TEACHER contribution for the Indiana Public Retirement System (INPRS) Teacher's Retirement Fund (TRF).

C. Employer Matching Fund Retirement Program
    a. Retirement shall be defined as meeting the retirement qualifications established by the Indiana Public Retirement System (INPRS), and 10 years of consecutive service at Lakeland School Corporation. Notice of retirement should be tendered by March 1st.
    b. Effective July 1, 2000, and thereafter, the SCHOOL shall maintain an IRS 401(a) matching funds tax deferred retirement account for each eligible TEACHER. TEACHERs who participate in any 403(b) employee contribution plan sponsored by the SCHOOL will qualify for employer matching fund contribution to the limits set forth below.
    c. SCHOOL shall match a given TEACHER's 403(b) contribution to a maximum of two percent (2%) of a TEACHER's base contract.
        i. The SCHOOL and ASSOCIATION shall maintain a Joint Retirement Program Committee composed of up to three (3) administrators/Board members appointed by the Superintendent and three (3) TEACHERs appointed by the ASSOCIATION President. Terms of appointment shall be for one (1) year, July 1 through June 30.
    d. Up to the maximum allowable under Federal Law, TEACHERs will continue to have the option of investing their earnings in 403(b) plan accounts sponsored by vendors heretofore approved by the SCHOOL and/or the vendor of the employer matching fund contribution program.
    e. The selected vendor shall be the sole administrator of the SCHOOL IRS Section 401(a) contributions to this program.
    f. The SCHOOL shall deposit its Section 401(a) contributions for each TEACHER into an individual account designated by the TEACHER from options offered by the selected vendor. Such deposits shall be made on a monthly basis.
    g. A TEACHER shall be fully vested in the Employer Matching Fund program upon completion of one (1) year of employment with the SCHOOL, such employment coming before or after the implementation of this program.

h. Once a TEACHER is vested, all assets of his/her account become the property of the TEACHER and, in the event of the TEACHER's death, the TEACHER's estate.
i. For collective bargaining purposes, it is understood between the parties contributions by the SCHOOL to this program are to be considered compensation meaning that the contributions come from the bargaining funds. If the SCHOOL were to increase the match, the increase would come from bargaining funds. If the SCHOOL were to discontinue the match, the funds would remain in the bargaining fund to be utilized for bargained increases.

Section 4 Other permissible Wage/ Salary Related Fringe Benefits

A. The SCHOOL will pay the renewal cost of mandatory criminal and background checks.
B. The SCHOOL will reimburse teachers who are seeking advance degrees/certification up to $300/credit hour for a maximum of 18 credit hours per year, with a program maximum of 30 credits under the following conditions:
    a. The TEACHER submits a course of study and timeline of completion to the Superintendent for approval prior to enrollment.
    b. There is a maximum of six (6) TEACHERs in the reimbursement program at any given time. Staff will be notified as slots open.
    c. The SCHOOL reserves the right to limit the number of participants based on funds available.
    d. Any changes to this course of study and timeline must be approved by the Superintendent.
    e. Coursework will directly benefit the SCHOOL and students of whom we serve.
    f. Coursework approval will be limited to:
        i. Programs that meet the Higher Learning Commission standards for teaching dual credit programs.
        ii. Programs that meet high demand areas in the SCHOOL as determined by the Superintendent.
    g. The TEACHER must receive a grade of 3.0 or higher on a 4-point scale in all courses to be reimbursed.
    h. Reimbursement will occur at the end of the course when the grade is submitted to the Superintendent along with an accounts payable voucher.
    i. Failure to complete the approved course of study will result in the reimbursement of all tuition funds to the SCHOOL.
    j. The reimbursement is for tuition cost only (no fees), scholarship money may be applied to fees 1st and what is left should be subtracted from the tuition reimbursement request.
    k. The TEACHER must remain with the SCHOOL for at least five years after completing the advanced degree/certification. Failure to complete the five years will require the TEACHER to reimburse the SCHOOL 100% of the credit hour costs.

I. Sick Leave Bank: The SCHOOL will maintain the voluntary sick leave bank established at the beginning of the 1975-1976 school year from which a contributing TEACHER may draw sick leave days when the TEACHER's accumulated sick leave days are exhausted, but the SCHOOL will not contribute any days to the said sick leave bank, except as specified in subsection (G) of Article VI. The said sick leave bank shall be subject, at all times, to the following conditions and limitations:

i. Membership in the said sick leave bank shall be by annual enrollment and open to all members of the Unit, specified in Article I, but each participant in the said bank may contribute only one day each year, after an initial one-day donation to join the sick leave bank, with the exceptions specified in subsection L of this Article. Contributions to the said bank shall be on forms prescribed by the SCHOOL, and all such contributions shall be made within the first 2 weeks following the commencement of each school year or the first 2 weeks following ratification of this contract, whichever is later.

ii. The said sick leave bank may be used only for the illness of its members and may not be used for an illness of any relatives of a member.

iii. Sick leave days contributed to the said sick leave bank by contributing TEACHER may not be withdrawn while said TEACHER is employed by the SCHOOL. Upon termination of employment of any contributing TEACHER, the sick leave day contributed by such TEACHER shall be withdrawn from the sick leave bank.

iv. A member shall not be eligible for sick leave bank credits until that TEACHER has exhausted all accumulated sick leave and personal business leave. The maximum number of sick leave days which may be borrowed from the said bank by any contributing TEACHER shall not exceed the following schedule:

LSC Years of Service	Maximum Available Days
0-6	30
7-12	40
13-19	50
20+	60

v. Maximum days will be limited to the number of days that can be repaid through the TEACHER's final pay in the borrowing year.

vi. Repayment by a borrowing TEACHER for any such loans shall be made at the minimum of 3 days per year. Said repayment shall be made on the first day of each consecutive school year immediately following the year when said loan is made to said TEACHER.

vii. If for any reason, repayment of loan to the said sick leave bank cannot be made by the borrowing TEACHER in the manner set forth in subsection F of this Article VI, then the said TEACHER shall pay the SCHOOL in cash for the sick leave days borrowed and not repaid in an amount equal to the daily rate of pay of said TEACHER for each such sick leave days borrowed and not repaid. Such repayment shall be at the daily rate of pay in effect at the time each of said sick leave days is borrowed and shall be due and payable when said TEACHER is no longer employed by the SCHOOL. For each leave day so repaid in cash as herein provided, the SCHOOL, as to the time of said repayment, will contribute one sick leave day to said sick leave bank; subject, however, to the limitations set forth in this Article VI. A member of the Unit who passes away or is placed on permanent disability is exempt from repaying the outstanding balance of Sick Bank days owed.

viii. The maximum number of days in the sick leave bank shall never exceed twice the number of TEACHERs in the Bargaining unit.

ix. TEACHER's individual service records will reflect all contributions to the said sick leave bank, as evidenced by the TEACHER's written authorizations. A special sick leave bank journal shall be maintained in the office of the SCHOOL, showing the current status of the said bank and the balance of days on hand, and the SCHOOL shall report the number of days in said balance to the ASSOCIATION on the day before the commencement of each school year.

x. Any TEACHER or the TEACHER's personal representative, in cases where the TEACHER is unable to do so, having exhausted TEACHER's accumulated sick leave may make an official request to borrow from the bank by executing the proper forms available from the ASSOCIATION.

xi. The SCHOOL shall not be obligated, under any circumstances whatsoever or in any manner whatsoever, to grant to any TEACHER any days of sick leave with pay whenever the balance of days on hand in said bank is inadequate for that purpose. The ASSOCIATION shall have the full responsibility in granting, denying, or suspending grants of sick leave days from the said sick leave bank subject to foregoing conditions and limitations, and the ASSOCIATION will hold harmless and indemnify the SCHOOL from and against any liability of any kinds whatsoever to any TEACHER arising out of the establishment, operation and administration of the said voluntary sick leave bank.

xii. To ensure that a TEACHER wishing to borrow from the sick leave bank understands all implications of borrowing and repayment, prior to granting days, an ASSOCIATION representative and the SCHOOL's Director of Human Resources will meet with the TEACHER to review leave needs.

xiii. If, during the school year, the number of available sick leave days in the bank falls below 25, members will be requested to donate an additional day of sick leave. In this event, members with an excess of 90 accumulated sick leave days may donate one of those days.

xiv. The sick leave bank shall not be used to extend a leave.

Article IV
Ratification

Section 1 This agreement shall commence on the 1st day of July 2026, and shall continue until the 30th day of June 2027. Executed in duplicate at LaGrange, Indiana the day and year recorded below. This contract supersedes and cancels all previous agreements whether verbal or written between the SCHOOL and ASSOCIATION.

Section 2 The undersigned attest to the following:

A. A public hearing was held on September 9, 2026, in compliance with IC 20-29-6-1(b), and electronic participation from the parties and/or public was not permitted; and
B. A public meeting was held on October 14, 2026, in compliance with IC 20-29-6-19 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.
C. This agreement was ratified by the Lakeland Board of School Trustees on November 11, 2026; electronic participation from the parties and/or public was not permitted.

Section 3 Dated Party Signatures

If any article or section of this contract shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this contract shall not be affected.

SCHOOL

By: _____
Brett Bateman, President
Lakeland Board of School Trustees

ASSOCIATION

By: _____
Keith Thompson, Co-President

By: _____
Garett Chrisman Co-President
Lakeland Education Association

APPENDIX A

Any information in this appendix beyond salary and wages was not bargained.

Additional Pay for Extra Duties and Responsibilities

An index system based on $45,000.00 is utilized to determine pay for extra duties and responsibilities.

Athletic Stipends

Fall Sports

Position	Number of Positions	Increment	Amount per Position
Cross Country-HS Boys	1	0.09	$4,050
Cross Country-HS Girls	1	0.09	$4,050
Cross Country-JH	1	0.04	$1,800
Football-V-HS	1	0.08	$8,100
Football-V-Asst	5	0.09	$4,050
Football-JH	1	0.07	$3,150
Football-8th-Asst	1	0.05	$2,250
Football-7th-Asst	1	0.05	$2,250
Golf-HS-Girls	1	0.075	$3,375
Tennis-V-HS-Boys	1	0.075	$3,375
Tennis-HS-Asst	1	0.04	$1,800
Volleyball-V-HS	1	0.1	$4,500
Volleyball-HS-Asst	1	0.06	$2,700
Volleyball-JV	1	0.06	$2,700
Volleyball-9th	1	0.045	$2,025
Volleyball-8th	1	0.04	$1,800
Volleyball-7th	1	0.04	$1,800
Volleyball-6th	1	0.035	$1,575
Soccer-V-HS-Boys	1	0.1	$4,500
Soccer-HS-Asst-Boys	1	0.05	$2,250
Soccer-JH-Boys	1	0.035	$1,575
Soccer-V-HS-Girls	1	0.1	$4,500
Soccer-HS-Asst-Girls	1	0.05	$2,250
Soccer-JV-HS-Girls	1	0.05	$2,250
Soccer-JH-Girls	1	0.035	$1,575

Fall/Winter

Position	Number of Positions	Increment	Amount per Position
Cheerleading-HS	1	0.075	$3,375
Cheerleading-HS-Asst	1	0.035	$1,575
Cheerleading-JH	1	0.03	$1,350
Winter Sports			
Basketball-V-HS-Boys	1	0.18	$8,100
Basketball-HS-Asst-Boys	1	0.09	$4,050
Basketball-JV-HS-Boys	1	0.09	$4,050
Basketball-9th-Boys	1	0.075	$3,375
Basketball-8th-Boys	1	0.07	$3,150
Basketball-7th-Boys	1	0.07	$3,150
Basketball-6th Boys	1	0.04	$1,800
Basketball-V-HS-Girls	1	0.18	$8,100
Basketball-HS-Asst-Girls	1	0.09	$4,050
Basketball-JV-HS-Girls	1	0.09	$4,050
Basketball-9th-Girls	1	0.075	$3,375
Basketball-8th-Girls	1	0.07	$3,150
Basketball-7th-Girls	1	0.07	$3,150
Basketball-6th-Girls	1	0.04	$1,800
Wrestling-V-HS-Co-ed	1	0.1	$4,500
Wrestling-HS-Asst	3	0.05	$2,250
Wrestling-JH-Co-ed	1	0.055	$2,346
Wrestling-JH-Asst	1	0.03	$1,350
Spring Sports			
Position	Number of Positions	Increment	Amount per Position
Golf-HS-Boys	1	0.075	$3,375
Golf-HS-Asst-Boys	1	0.035	$1,575
Golf-JH-Co-ed	1	0.035	$1,575
Tennis-HS-Girls	1	0.075	$3,375
Tennis-HS-Asst-Girls	1	0.04	$1,800
Tennis-JH-Co-ed	1	0.025	$1,125
Baseball-V-HS	1	0.1	$4,500
Baseball-HS-Asst	2	0.06	$2,700
Position	Number of Positions	Increment	Amount per Position

Baseball-JV-Asst	1	0.035	$1,575
Softball-V-HS	1	0.1	$4,500
Softball-HS-Asst	2	0.06	$2,700
Softball-JV-Asst	1	0.035	$1,575
Track-HS-Boys	1	0.09	$4,050
Track-HS-Girls	1	0.09	$4,050
Track-HS-Asst	3	0.06	$2,700
Track-JH-Boys	1	0.035	$1,575
Track-JH-Asst-Boys	1	0.025	$1,125
Track-JH-Girls	1	0.035	$1,575
Track-JH-Asst-Girls	1	0.025	$1,125

Position	Number of Positions	Increment	Amount per Position
Other			
Concessions Manager	1	0.075	$3,375
Athletic Supervision	3	0.055	$2,475
E-Sports Head Coach	1	0.055	$2,475
E-Sports-Asst	2	0.025	$1,125

Non-Athletic Stipends

Fine Arts

Position	Number of Positions	Increment	Amount per Position
Art Club-HS	1	0.02	$900
Art Club-JH	1	0.015	$675
Art Club-Elementary	2	0.01	$450
Photography Club-LIS	1	0.01	$450
Vocal -HS	1	0.06	$2,700
Vocal-Solo/Ensemble	1	0.04	$1,800
Vocal-JH	1	0.01	$450
Elementary After School Choir	1	0.02	$900
Instrumental-HS	1	0.06	$2,700
Instrumental-JH	1	0.02	$900
Marching Band	1	0.05	$2,250

Pep Band	1	0.05	$2,250
Band Solo/Ensemble	1	0.04	$1,800
Theater-HS-Play-Director	1	0.05	$2,250
Position	Number of Positions	Increment	Amount per Position
Theater-HS-Play-Asst	1	0.025	$1,125
Theater-HS-Musical-Director	1	0.05	$2,250
Theater-HS-Musical-Asst	1	0.02	$900

Academic

Position	Number of Positions	Increment	Amount per Position
FFA Competition Coordinator	1	0.08	$3,600
Student Council-HS	1	0.035	$1,575
Student Council-JH	1	0.025	$1,125
National Honor Society-HS	1	0.025	$1,125
National Honor Society-JH	1	0.02	$900
Class Sponsor-9th	1	0.01	$450
Class Sponsor-10th	1	0.015	$675
Class Sponsor-11th	2	0.025	$1,125
Class Sponsor-12th	2	0.02	$900
Yearbook-Primary	1	0.015	$675
Yearbook-Intermediate	1	0.015	$675
Yearbook-JH	1	0.025	$1,125
Yearbook-HS	1	0.04	$1,800
Journalism	1	0.04	$1,800
Newsletter-JH	1	0.02	$900
Academic Coach-ELA	1	0.015	$675
Academic Coach-Math	1	0.015	$675
Academic Coach-Science	1	0.015	$675
Academic Coach-Social Studies	1	0.015	$675
Academic Coach-Fine Arts	1	0.015	$675

Academic Coach-Coordinator	1	0.01	$450
Science/Learning Fair-LPS	1	0.01	$450
Science/Learning Fair-LIS	1	0.01	$450
Position	Number of Positions	Increment	Amount per Position
Math Club-K	1	0.01	$450
Math Club-1	1	0.01	$450
Math Club-2	1	0.01	$450
Math Club-3	1	0.01	$450
Math Club-4	1	0.01	$450
Math Club-5	1	0.01	$450
Math Club-6	1	0.01	$450
Robotics	1	0.05	$2,250
Robotics/Pre-Robotics	1	0.05	$2,250
DECA Sponsor	1	0.04	$1,800
Educators Rising Sponsor	1	0.04	$1,800
Senior Project Coordinator	1	0.025	$1,125
House Committee-LIS	5	0.01	$450
Clubs			
Diversity Club	1	0.02	$900
Game Club-HS	1	0.02	$900
Interact Club	1	0.02	$900
Juntos Club	1	0.02	$900
Ski Club-HS	1	0.01	$450
Ski Club-JH	1	0.01	$450
Other			
Advanced Academics/per course/per semester		0.01	$450

CPR Instructor		$200/per class after contracted hours maximum of 4 classes per year	
Tech Liaison Jr/Sr High	1	.02	$900
Tech Liaison Intermediate	1	.02	$900
Tech Liaison Primary	1	.02	$900
Special Education Teacher-Primary (Must be licensed and carry a caseload)	Will vary	.02	$900
Special Education Teacher-Intermediate (Must be licensed and carry a caseload)	Will vary	.02	$900
Special Education Teacher- Jr/Sr (Must be licensed and carry a caseload)	Will vary	.02	$900