2025-2027

MASTER CONTRACT

BETWEEN

LANESVILLE COMMUNITY SCHOOL CORPORATION

AND

LANESVILLE EDUCATION ASSOCIATION

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ARTICLE I: RECOGNITION

A. The Corporation hereby recognizes the Lanesville Education Association as the exclusive representative of all teachers in the School Corporation.

B. DEFINITIONS

1. The term "teacher" when used in this contract shall refer to all certificated personnel employed by the Corporation except the Superintendent, Principal, Assistant Principal, and Athletic Director.

2. The terms "Corporation" and "Association" shall include authorized officers, representatives and agents.

3. The term "Corporation", when used in this contract shall refer to the Lanesville Community School Corporation of the County of Harrison of the State of Indiana.

4. When references are made to the male teachers in this contract, it shall also include female teachers.

ARTICLE II: COMPENSATION AND EXPENSES

A. 1. The salaries of teachers and rules governing placement of teachers on the Salary schedule will be determined by the compensation model set forth in Appendices "B." The salary range for this agreement prior to any negotiated increases and without the 3% TRF is between $43,900 and $76,900. Salaries for coaches and extra-curricular activities shall be set forth in Appendices "A", and shall be in addition to the regular teaching salaries.

2.. Teachers may upon written request receive their summer pays in one (1) check at the close of school in May or in three equal installments in June, July and August.

3. In the event sufficient money is not available in late May to pay the summer salaries of all teachers requesting their entire summer pay in May, the June check will be provided to those teachers at the same time as the regular May check and the check for July and August will be written in June following receipt of the June Draw.

B. A teacher who is not provided with a car and who is required to use his own automobile in pursuance of assigned school duties shall be reimbursed at the current IRS rate per mile traveled, with prior approval of the Superintendent.

C. Section 125: Section 125, Generation I

The benefits provided by Section 125 of the Internal Revenue Code shall be made available to any bargaining unit member so requesting. An amount not to exceed fifty percent (50%) of salary may be set aside by a teacher for the selection of benefits under Section 125. The Board shall pay the administration fee. The teacher shall pay the individual monthly fee for Generation I.

Section 125, Generation II
The benefits provided by Section 125, Generation II, of the Internal Revenue Code shall be made available to any bargaining unit member so requesting. The Board shall pay the administration fee, and the teacher shall pay the individual monthly fee for Generation II.

D. Tuition Reimbursement

The course must be approved by the Superintendent. Under normal circumstances, requests for approval must be made in writing, in advance of the start of the course. Where advance request is not reasonably possible, the request for approval must be made as soon as reasonably possible after the start of the course. Courses will be approved by the Superintendent if they meet the following requirements:

The teacher must be employed on a regular teacher's contract.

The course must be recognized for college credit at an accredited college or university and the teacher must submit written evidence of said recognition from said college or university. The written evidence must be submitted, under normal circumstances, in advance of the start of the course. Where this is not reasonably possible, the written evidence must be submitted as soon as reasonably possible after the start of the course. The course must be in the area of the teacher's certification, current teaching position, recertification, or an accredited masters program. The course may also be one that the teacher(s) can demonstrably show would be of benefit to the School Corporation. The applying teacher will, in writing, state to the Superintendent, the relevance and benefit of the course to the Corporation as well as a practical plan of implementation during the year following the teacher's taking said class.

The teacher shall pay the entire tuition cost of the approved courses and will be reimbursed under the following terms and conditions:

The teacher must obtain a grade of B or better and present satisfactory evidence thereof to the Superintendent.

A receipted copy of the tuition bill must be submitted to the Superintendent as evidence of the cost of the course.

Within thirty (30) days after the receipt of the former two items, the Board shall reimburse the teacher for his/her out of pocket tuition payment for six hundred and fifty ($650.00) dollars of the tuition cost.

Up to two courses per teacher per contract year, July 1st to June 30th, will be reimbursed by the Board as aforementioned. Audited courses will not be reimbursed.

High need areas will be reimbursed at One Thousand Three Hundred Dollars ($1,300) per course. Two (2) courses per teacher are eligible for reimbursement from July 1 to June 30th. Two Thousand Six Hundred Dollars ($2,600) is available each contract year. High need areas are determined by the superintendent.

Dual credit courses will be fully reimbursed.

E. Employees who use five (5) or fewer leave sick days during each school year will earn an attendance bonus of five hundred dollars ($500.00) to be paid no later than July 31 of that school year. Employees who use zero (0) leave days during each school year will earn an attendance bonus of one thousand dollars ($1000) The three Corporation provided Covid leave days in the 2025-2026 and 2026-2027 contract year will not count as sick leave days for any teacher for this section of the contract.

F. Any tutoring required by the corporation in the tested grades 3 – 6 at the Elementary level and subject areas of English, Math, and Science at the secondary level shall be paid at a rate of fifty dollars ($50.00) per hour.

G. Any teacher who is required by the school corporation to attend training on a non-contracted day shall be paid one hundred and fifty dollars ($150.00) per day.

H. Any Teacher who works one non contracted day (6 hours) during the month of July, prior to the start of school, will be paid a rate of one hundred and fifty dollars ($150.00). Requires administration approval and documentation of work completed.

ARTICLE III: PAID LEAVE

A. Leave shall be credited annually to each teacher on the first (1st) day of his employment year as follows:

1. Thirteen (13) days for the first year teacher on a regular teaching contract and thirteen (13) days each year thereafter.

B. The maximum unused portion of the annual leave allowance that shall be permitted to accumulate for all teachers shall be 75 days. Annually the corporation shall deposit eighty five dollars ($85.00) per day (or at least five

dollars ($5.00) greater than the current rate of substitute pay, whichever is greater) for any of the earned but unused days above the 75 maximum (a maximum of thirteen (13) in any given year) into an individual VEBA account for the employee's benefit. Upon retirement, teachers will be paid for a maximum remaining number of unused days of 75 in accordance with Section E. of Article IV.

For employees hired prior to September 1, 2012, the corporation will buyout the retirement benefit of any accumulated days above 75 effective with the beginning of the 2012-13 school year at the rate of eighty-five dollars ($85.00) per day to be paid into an individual VEBA account. Annually the corporation shall deposit eighty five dollars ($85.00) per day for any of the earned but unused days above the 75 maximum (a maximum of thirteen (13) in any given year) into an individual VEBA account for the employee's benefit. Upon retirement, teachers will be paid for a maximum remaining number of unused days of seventy-five (75) in accordance with Section A. of Article V.

C. Leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

D. Annual and accumulated leave days may be used either for personal illness, emergencies, or to conduct personal business as defined below:

1. Personal illness of the teacher.

2. Serious illness occurring in the immediate family.

3. Conduct personal business.

E. Leave days can be transferred to another employee. Transferred days will not be returned. Before an employee can receive transferred days, he/she must have used all personal leave days. Days cannot be transferred for leave covered by the sick bank. No more than two days can be transferred at one time, and no employee can receive more than five days in a school year. If an employee believes there are extenuating circumstances, a request can be brought before the sick bank committee for consideration.

F. Teachers shall be given a written accounting of accumulated leave days by the first of October of each year.

G. Teachers working under supplemental contracts for intersession or summer employment for the Corporation shall be eligible to use leave on the same basis as it is used during the regular school year.

H. A personal sick leave bank shall be established to relieve educators from undue financial burdens resulting from long-term illness, injury or maternity

incapacitations to the employee that may exhaust their accumulated sick leave. Use of the sick leave bank shall be based on legitimate medical documentation of illness or injury. Participation by educators will be strictly voluntary.

1. The bank requires that each certificated employee who chooses to participate will donate two (2) days the first year of participation of their own sick leave, to a common pool. Participating employees would then be eligible to request days from the common pool up to, but not to exceed sixty-five (65) work days per year provided that sixty-five (65) working days will fulfill the waiting or elimination period for long term disability coverage. The number of days to be granted shall be at the discretion of the committee. Once days are donated to the bank, they cannot be withdrawn.

   Should the total sick leave bank accumulation go below two-hundred days, each member shall donate one (1) additional day until the sick leave bank reaches two hundred and fifty (250) days.

   After the initial enrollment year, membership in the sick leave bank shall be on a continuing basis until such time as the member of the bank submits written notice of withdrawal to the Superintendent of Schools, by October 1 of any given school year.

2. A joint Corporation/Association committee composed of two (2) Corporation appointees and three (3) Association appointees shall receive and screen all requests for days from the sick leave bank. Said committee shall have the authority to grant or deny requested days and/or request a physician's statement or evidence relating to the reason for such request.

3. Appointments to the sick leave bank committee shall be made by the parties within thirty (30) days of the ratification of this contract and it shall then be the responsibility of the committee members to meet as soon thereafter as possible and hold subsequent meetings when needed. At its first (1st) meeting, the committee shall elect a chairperson and vice chairperson from its members, develop a form for the use of participating employees who wish to request days from the bank, establish and publicize to all eligible employees a method to follow in enrolling in the bank and requesting days from it any other guidelines the committee may deem necessary for the effective implementation of the sick leave bank.

4. At the conclusion of each school year, unused sick leave bank days shall be carried over to the next school year. Enrollment in the sick leave bank must be conducted annually for newly hired employees. In the event the sick leave bank is exhausted during a school year, the participating members may voluntarily, upon notification of the bank's depletion by the sick leave bank committee, replenish the bank.

5. The sick leave bank shall remain in force from year to year unless the parties agree to mutual changes.

6. An eligible member of the sick leave bank may draw up to sixty-five (65) days from the bank after his/her own sick leave is exhausted, but may not draw from the sick leave bank after he/she begins drawing disability insurance coverage from the long-term disability program provided by the School Corporation.

ARTICLE IV: LEAVES OF ABSENCES

A. Maternity Leave

A teacher who is pregnant shall be entitled, upon request, to a leave of absence for a period of up to one (1) year. This leave shall begin at such time as is determined by the teacher and the attending physician.

Said teacher shall notify the Superintendent in writing of the intention to take such leave and,except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which the leave is to begin.

As soon as pregnancy is definitely determined, the teacher shall notify the administration offices so that necessary arrangements may be made for any special problems.

B. Parental Leave

A teacher shall be granted up to eight (8) days parental leave with pay upon the birth or adoption of a child. A teacher shall, upon request, be permitted to take a parental leave of up to one (1) year, without pay, upon the birth or adoption of a child.

C. Jury/Civic Duty Leave

Teachers are encouraged to undertake civic duties, including, but not limited to, jury duty and working at the polls on Election Day. The Corporation shall pay a teacher who uses Jury/Civic Duty Leave for jury duty or to work at the polls on Election Day his or her full salary, provided, however, that such teacher agrees to return to the Corporation all pay received for serving on jury duty or from working at the polls on Election Day. If released from duty before 12:00 noon, the teacher is to return to school by 1:00 p.m.

D. Bereavement Leave

A teacher shall be entitled to bereavement leave of up to five (5) consecutive teachers' days, not to extend over winter, spring or summer vacations, for a death in the immediate family. In the case of death of an immediate family member of a teacher, said teacher is entitled to be absent for a period of not more than five (5) workdays for the purpose of attending the funeral and attending to other personal matters, with up to two (2) days of bereavement leave which may be taken at a later date for estate work, etc. The days must be used within sixty (60) calendar days. No deduction from other leaves shall be made for such absence. For purposes of this Section, immediate family is defined as spouse, mother, mother-in-law, stepmother, father, father-in-law, stepfather, sister, sister-in-law, brother, brother-in-law, child, grandchild, stepchild, or another family member who is a member of the teacher's immediate household.

A teacher shall be entitled to bereavement leave of up to three (3) consecutive teacher days, with the same vacation exclusion, for the death of the teacher's or spouse's grandparent.

A teacher shall be entitled to bereavement leave of up to two (2) consecutive teacher days, for the death of the teacher's or spouse's aunt, uncle, niece, or nephew.

A teacher shall be entitled to bereavement leave of one (1) teacher day for the death of a close friend or relative not living in the immediate household.

E. Association Leave

The School Corporation will allow four (4) days per year for Association purposes with the Corporation paying the substitute teacher costs.

If the Association President and the Superintendent of Schools mutually agree, there may be additional release time provided to the Association President and/or his/her designee for meetings with the Superintendent and/or his/her designee for other matters which will enhance the working relationship between the School Corporation and the Association.

ARTICLE V. RETIREMENT BENEFITS

A. Severance Pay

Upon retirement, teachers shall receive eighty-five dollars ($85.00) per day (or at least five dollars ($5.00) greater than the current rate of substitute pay, whichever is greater) for all unused leave days plus unused leave days to a maximum of 75 Days or Three Thousand Dollars ($3000.00) minimum with ten (10) years in the

Corporation. The corporation shall deposit the amount calculated under this section into the teacher's individual VEBA account by June 30 of the year in which the teacher retires.

B. Early Retirement (This section only applies to teachers hired prior to September 1, 2012)

1. Eligibility: The retiring teacher shall meet the requirements for early retirement under the rules of the Indiana Teachers Retirement Fund and shall have taught in the public schools for fifteen (15) years, the last ten (10) of which were in the Lanesville Community School Corporation.

2. Notification: The retiring teacher must notify the Superintendent, in writing of his or her intention to retire by May 30 prior to the start of the last contract year.

3. For teachers hired before September 1, 2012 the Board shall pay the early retiree a Social Security supplemental payment of Seven Thousand Dollars ($7,000.00) per year for 5 years. Each yearly payment shall be made in two (2) equal amounts on July 5 and January 5. Eligible teachers retiring during the term of this contract will receive the full $35,000 dollar supplement. Eligible teachers who retire after June 30, 2023, shall receive the yearly $7,000 payments until the retiree turns 65, at which time the payments shall cease.

4. Teachers hired before September 1, 2012 and meeting the criteria for early retirement pay shall receive the early retirement stipend to which he or she is entitled, and eighty-five dollars ($85.00) per day of unused leave to a maximum of 75 days by June 30 of the year in which he/she retires. Such payment shall be made by the Corporation as follows; the amount calculated for the early retirement stipend as called for in item 3 above shall be deposited into an individual post severance 403(b) account or VEBA on the behalf of the retiring teacher. Each subsequent payment in accordance with item 3 above shall also be deposited into the teacher's individual post severance 403(b) account or VEBA. In no case shall there be more than five (5) years' worth of payments into this account. The amount calculated for the teachers remaining sick leave days, to a maximum of 75, in accordance with item E. above, shall be deposited into his/her individual VEBA or 403 (b) account.

5. A teacher electing to retire under this option shall not be rehired on a regular teacher contract by the School Corporation unless all money received under this provision is returned to the School Corporation.

6. The Association and the Corporation shall form a joint committee to interview and obtain a VEBA provider. Following completion of the

retirement buyout, retired employees will be allowed to remain on the Corporation health plan. The premiums will be paid by the employee.

C. The Lanesville Community School Corporation will provide a 401(a) beginning January 1, 2024. The 401(a) annual contribution will be Two Percent (2%). The Lanesville Education Association and Lanesville Community School Board will mutually agree on the vendor.

D. Buyout of Retirement Benefits

1. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit

The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier Agreements. Exercising this authority, the Board and the Association now confirm that Sections E. Severance Pay and F. Early Retirement of Article V, contained in the 2011-12 Agreement immediately before this amendment's effective date are terminated and shall not apply to any teacher retiring or severing employment with the school corporation on or after this amendment's effective date. The effective date for this amendment shall be September 30, 2012.

2. Actuarial Determination of Value of the Current Retirement and Severance Benefits

The Educational Services Company has been selected to determine the present value of unfunded retirement and severance benefits described in the prior agreement. In making this present value determination Education Services Company utilized various actuarial assumptions as agreed upon by the Board and the association. Each teacher has received a copy of his/her calculation and these calculations are final and binding on all parties effective upon ratification of this agreement.

3. Vesting Requirements

A teacher shall be fully vested in the retirement benefits deposited into his/her account upon deposit by the corporation.

4. Buyout Contributions

A. VEBA. The school corporation shall contribute to a voluntary employee's beneficiary association ("VEBA") as described in section 501(c)(9) of the Code, the amount calculated by Educational Services Corporation as the present value of the individual's health insurance amount accumulated under the previous contract.

B. The School Corporation shall also contribute into each individual's VEBA account the amount calculated as the value of sick leave days which have accumulated over and above 75 days effective with the beginning of the 2012-13 school year.

ARTICLE VI: FRINGE BENEFITS

A. The Corporation shall provide the following amounts for the 2025-2026 school year plus any additional increase, paid in 1/26th increment per each paycheck toward the health insurance premium costs of participating employees:

PPO Employee Only	$9754.81
PPO Employee/Spouse	$17,404.10
PPO Employee/Child	$16,238.37
PPO Family	$24,920.86
HSA 3200 Employee Only	$7,722.01
HSA 3200 Employee/Spouse	$13,722.29
HSA 3200 Employee/Child	$12,419.94
HSA 3200 Family	$20,812.85
HSA 5000 Employee Only	$6,673.79
HSA 5000 Employee/Spouse	$11,860.32
HSA 5000 Employee/Child	$10,846.34
HSA 5000 Family	$17,095.16
HSA 6750 Employee Only	$6,666.33
HSA 6750 Employee/Spouse	$11,845.58
HSA 6750 Employee/Child	$10,832.25
HSA 6750 Family	$17,074.69

1. A twelve (12) month health insurance plan or Healthcare Savings Account (HSA), which provides full services individual and/or family medical and hospitalization coverage.

   A. A newly hired teacher choosing to participate in a Healthcare Savings account will receive a one-time deposit of One Thousand Five Hundred Dollars ($1,500.00) from the Corporation.

   B. Any current member switching to an HSA plan during the 2025-2026 or 2026-2027 school years will receive a one-time deposit of

$1,500 dollars from the corporation. A teacher will only be eligible one time to receive the additional $500 for switching plans.

C. All certified employees enrolled in a HSA plan will receive One Thousand Dollar ($1,000) deposits in their HSA accounts for the 2025-2026 and 2026-2027 school years.

D. If there is an insurance increase during the 2026-2027 school year it will be split as follows
0%-3% (100% of the insurance increase will be picked up by the corporation)
3.1%-8% (60% corporation/40% teacher split)
8.1%-10% (50% corporation/ 50% teacher split)
If the increase is 10.1% or above the contract will be reopened during the 2026-2027 bargaining window.

2. Cancer insurance
   A. Included are two units on cancer coverage.
   B. Four units of intensive care will be provided to those not participating in major medical.

In the event the amount of money provided by the Corporation is insufficient to pay the entire amount of premium(s) of the plan or plans selected, the teacher shall pay the balance of the cost.

B. The Corporation shall provide 100% of the cost of the premium for a $100,000 term life insurance with AD & D. Upon retirement, an individual may elect to continue a $15,000 life insurance policy with the premiums paid by the retiree.

C. The Corporation shall provide a Long Term Disability Plan paying 66 2/3% of salary, including a cost-of-living increase, and a built in 90-day waiting period. Teachers approved for Long Term Disability must discontinue taking their accumulated leave for the duration of long term disability.

D. The Corporation shall purchase liability insurance to help protect teachers who are asked to transport students in their personal automobiles. The amount of this coverage shall be no less than $300,000 per student, $500,000 per accident.

E. Any accumulated sick leave of a teacher who dies while employed under contract with the Corporation shall be paid to the family of said teacher at his or her regular pay until the sick leave runs out.

F. The Corporation shall agree to payroll deduction for the designated IRS Rule 403b provider.

G. The Corporation shall provide Dental Insurance. The employer shall contribute 50% of the premium, per eligible employee subscriber, to the premium amount. The employee shall contribute the remainder of the premium amount. The carrier shall be mutually agreed to.

H. The Corporation shall provide Vision Insurance. The employee shall pay 50% of the cost of the premium. The carrier shall be mutually agreed to.

I. All certificated employees will receive a VEBA contribution equivalent to an equal portion of all monies saved due to the state's pension relief in addition to 1% of their current year salary in their VEBA account for the 2023-2025 school years and another equal portion of all monies saved due to the state's pension relief in addition to 1% of their current salary in the 2023-2025 school years. A teacher must be employed by Lanesville Community Schools for 5 years to be vested. If a teacher leaves the Corporation before the 5-year vesting period, those funds will remain with the Corporation to fund VEBA contributions related to accumulated leave.

J. The school board shall notify teachers who are required to have a criminal background check by September 1 of the school year and teachers shall have the background check completed no later than May 31 of the same school year. The cost of any and all expanded criminal history checks and expanded child protection index checks that are required by IC 20-26-5-10 shall be borne by the employer.

ARTICLE VII: GRIEVANCE PROCEDURE AND ARBITRATION

Section 1. Definition

A grievance is an alleged violation of this contract. Grievance procedures will be done according to IC 20-29-6-5 when applicable.

Section 2. Procedure

Step One (1)

(a) Within twenty (20) calendar days of the time that the grievant knew, or reasonably should have known of the grievance, the grievant(s) shall meet informally with the appropriate building level administrator and orally present the grievance. Within five (5) school days after the oral presentation of the grievance, the appropriate building level administrator shall orally answer the grievant(s).

(b) If the grievant(s) is not satisfied with the building level administrators disposition of the grievance after the first informal meeting, the grievant(s)

may request a second informal meeting with the appropriate building level administrator within five (5) school days after such building administrator's oral answer to the grievance, and may, if he or she chooses, have an association representative present at this second informal meeting. The building administrator, if he or she chooses, may also invite a second administrator to attend this informal meeting. The appropriate building level administrator will orally respond to the grievant(s) and his or her association representative within five (5) school days of such a meeting.

Step Two (2)

A. Within five (5) school days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant(s) and submitted to the Principal The grievance shall: (1) name the teacher involved, (2) state the facts giving rise to the grievance, (3) identify the specific provision of this contract alleged to have been violated, (4) state the contention of the grievant(s) with respect to the grievance, (5) indicate the specific relief requested.

B. Within five (5) school days after receiving the written grievance, the Principal shall communicate his answer in writing to the grievant(s).

Step Three (3)

A. Within ten (10) school days after receiving the written grievance response from the Principal, an appeal from the decision may be made to the Superintendent. In the event the Superintendent and the Principal are the same person, an appeal may be made to the Board of School Trustees. The Superintendent, or in the event the Superintendent is also the Principal, the Board of School Trustees shall hold a hearing on the grievance within ten (10) days and render a decision in writing to the grievant(s) within five (5) school days of the hearing.

B. The Superintendent, or, in the event the Superintendent is also the Principal, the Board of School Trustees may not consider any material, allegation or remedy that was not presented in Step Two (2).

Section 3. Hearings

Hearings shall be conducted at a time and place, which will afford a fair, and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Hearings shall be conducted during non-school hours, unless there is a mutual agreement for other arrangements.

Section 4. Time Limits

A. Time limits herein may be extended only by mutual agreement, signed by both parties.

B. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant(s) shall be granted the relief sought.

C. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.

D. Any grievance which arose prior to the effective date of this contract or after the termination date of this contract shall not be processed.

Section 5. State and Federal Law

A. Nothing contained herein shall deny to any teacher his/her rights under State and Federal Constitutions and Laws.

B. No non-tenure teacher may use the grievance procedure in any way to appeal discharge or a decision by the Board of School Trustees not to renew such teacher's contract.

C. No teacher shall use the grievance procedure to appeal any decision of the Board of School Trustees or Administration if such decision is pursuant to any order of or written agreement with any State and/or Federal Regulatory Commission or Agency.

ARTICLE VIII: TERM OF AGREEMENT

This Contract shall be effective from July 1, 2025 through June 30, 2027. This Contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated except as allowed by Indiana Code.

The contract may be reopened by either party for salary discussion during the 2026-2027 bargaining window if the ADM increases or decreases by twenty (20) students.

The contract may be reopened by either party for health insurance discussion during the 2026-2027 bargaining window if the 2024 health insurance rates are projected to increase by 10.1% or more.

SIGNATURE PAGE

Whenever any notice is required to be given by either of the parties to this Contract to the other party, either shall do so by registered letter at the following addresses:

If by the Association to the Corporation at:	Dr. Ryan Apple, Superintendent 2725 Crestview Ave NE Lanesville, IN 47136
If by the Corporation to the Association at:	Aafke Garlock, President 2725 Crestview Avenue NE Lanesville, IN 47136

The undersigned also attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1 (b) on September 15, 2025 and electronic participation from the parties and/or public was not permitted.

2. A public meeting in compliance with I.C. 20-29-6-19 was held on October 21, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

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

Lanesville Community School Corporation	Lanesville Education Association
_____	_____
Dr. Ryan Apple Superintendent	Aafke Garlock LEA President

_____
School Board President

Association ratification date: October 15, 2025

School Board Ratification date: October 29, 2025

APPENDIX "A"

Lanesville Community School Corporation
Extra-Curricular Salary Schedule
2025-2027

Position	2025-2027
Boys'/Girls' Head Varsity Basketball	7490
Boys'/Girls' Junior Varsity Basketball	3720
Boys'/Girls' "C" Basketball	1500
Boys'/Girls' 8th Grade Basketball	2050
Boys'/Girls' 7th Grade Basketball	2050
Boys'/Girls' 6th Grade Basketball	1500
Boys'/Girls' 5th Grade Basketball	1500
Boys'/Girls' High School Cross Country	2610
Boys'/Girls' Junior High Cross Country	1500
Boys'/Girls' High School Track	2610
Boys'/Girls' Junior High Track	1500
Boys' Varsity Baseball	4000
Boys' Junior Varsity Baseball	2050
Boys' Assistant Baseball	1220
Girls' Varsity Softball	4000
Girls' Junior Varsity Softball	2050
Girls' Assistant Softball	1220
Girls' Varsity Volleyball	4000
Girls' Junior Varsity	2050
Girls' Assistant Volleyball	1220
Girls' 8th Grade Volleyball	1500
Girls' 7th Grade Volleyball	1500
Elementary Volleyball	1500
Boys'/Girls' High School Soccer Coach	4000
High School Assistant Soccer Coach	2035
Boys'/Girls' High School Tennis	2840
Boys'/Girls' High School Tennis Assistant	1220
Boys'/Girls' Junior High Tennis	1500
Boys'/Girls' Golf	2840
Boys'/Girls' High School Swimming Coach	2610
HS Varsity Wrestling	4000
HS Assistant Wrestling Coach	2035
MS Wrestling	1775
Athletic Equipment Manager	2050

Athletic Supervisor	2695
HS Varsity Cheerleading	1915
Junior High Cheer Sponsor	1220
Elementary Cheer Sponsor	940
Director of Music	3720
Assistant Director of Music	1220

Position	**2025-2027**
Yearbook Sponsor	830
Spanish Club Sponsor	830
National Honor Society Sponsor	830
Prom Sponsor (2- for information only)	740 each
High School Student Council Sponsor	990
Junior High Student Council Sponsor	830
Academic Bowl Coach	830
Academic Team Coordinator	1100
Renaissance Sponsor	830
Theater (includes $250 operating budget, for information only)	830
Elementary Literacy Coach	830
High School Mentor Teacher	830
Elementary Mentor Teacher	830
Elementary Student Council	830
HS Technology Coach (if needed) 2023-2025	1100
ES Technology Coach (if needed) 2023-2025	1100
HS Robotics	1100
MS Robotics	1100
Elementary Robotics	1100
Dual Credit Certification	500

Off season workout program for Varsity and JV coaches 20% of season pay (must run a program and show proof to AD and principal)

APPENDIX B-1
COMPENSATION MODEL

I. SALARY RANGE

The salary range for the 2025-2026 school year is $43,900 to $76,900. This range does not include the 3% TRF contribution or raises for the 2025-2026 school year.

II. BASE SALARY INCREASES

A. Factors and Definitions

1. Academic Need

Defined as: The need to recruit and retain licensed quality teachers

2. Year of Experience

Defined as: The teacher was employed with Lanesville Community School Corporation for 120 days in the prior year.

3. Instructional Leadership

Defined as: The teacher has obtained a Literacy Endorsement

B. Distribution	2025-2026	2026-2027
1. Academic Need:	$3,100	$2,000
2. Year of Experience:	$1,200	$1,200
3. Instructional Leadership:	$200	$200

III. STIPENDS

Any teacher that reaches the $82,000 maximum salary without utilization of the entire raise, will receive a stipend for any amount over the $82,000 maximum salary.

IV. New Hires

New hires with no experience will be placed on level A of the compensation model. New hires with experience will be placed on the compensation model at the same level as a current Lanesville teacher with the same years of experience, degree, and certification. Any variation will be discussed with the President and/or UniServ Director of the Association.

APPENDIX B-2

2025-2026 Salary

Teachers are placed on the Career 2 column with a supplemental payment of $3,000 provided by the Board and Superintendent. There is no sliding from Career 1 to Career 2.

(This was not bargained, but included for informational purposes only)

	2025-2026				2026-2027			
	Career 1	Career 1 +Literacy Endorsement	Career 2	Career 2 + Literacy Endorsement	Career 1	Career 1 +Literacy Endorsement	Career 2	Career 2 +Literacy Endorsement
A	47,000	47,200	50,000	50,200	49,000	49,200	52,000	52,200
B	48,200	48,400	51,200	51,400	50,200	50,400	53,200	53,400
C	49,400	49,600	52,400	52,600	51,400	51,600	54,400	54,600
D	50,600	50,800	53,600	53,800	52,600	52,800	55,600	55,800
E	51,800	52,000	54,800	55,000	53,800	54,000	56,800	57,000
F	53,000	53,200	56,000	56,200	55,000	55,200	58,000	58,200
G	54,200	54,400	57,200	57,400	56,200	56,400	59,200	59,400
H	55,400	55,600	58,400	58,600	57,400	57,600	60,400	60,600
I	56,600	56,800	59,600	59,800	58,600	58,800	61,600	61,800
J	57,800	58,000	60,800	61,000	59,800	60,000	62,800	63,000
K	59,000	59,200	62,000	62,200	61,000	61,200	64,000	64,200
L	60,200	60,400	63,200	63,400	62,200	62,400	65,200	65,400
M	61,400	61,600	64,400	64,600	63,400	63,600	66,400	66,600
N	62,600	62,800	65,600	65,800	64,600	64,800	67,600	67,800
O	63,800	64,000	66,800	67,000	65,800	66,000	68,800	69,000
P	65,000	65,200	68,000	68,200	67,000	67,200	70,000	70,200
Q	66,200	66,400	69,200	69,400	68,200	68,400	71,200	71,400
R	67,400	67,600	70,400	70,600	69,400	69,600	72,400	72,600
S	68,600	68,800	71,600	71,800	70,600	70,800	73,600	73,800
T	69,800	70,000	72,800	73,000	71,800	72,000	74,800	75,000
U	71,000	71,200	74,000	74,200	73,000	73,200	76,000	76,200
V	72,200	72,400	75,200	75,400	74,200	74,400	77,200	77,400
W	73,400	73,600	76,400	76,600	75,400	75,600	78,400	78,600

X	74,600	74,800	77,600	77,800	76,600	76,800	79,600	79,800
Y	75,800	76,000	78,800	79,000	77,800	78,000	80,800	81,000
Z			80,000	80,200			82,000	82,200

Appendix C-1
Lanesville Community School Corporation
Compensation for attainment of a Masters Degree
(For Informational Purposes Only)

Further Licensing of certification may be required and beneficial in certain content areas to the teacher and the school corporation. Indiana code 20-28-9-1.5 permits school corporations to provide supplemental payment in excess of the salary if a teachers earns a masters degree from an accredited postsecondary educational institution in a content area directly related to the subject matter of:

1. A dual credit course or,
2. Another content area course licensed and could be taught by the teacher.

In addition a supplemental payment may be made to a high school teacher who completes an 18-hour credit pathway to dual credit credentialing (Masters +) or an elementary teacher who earns a masters degree in math, reading, literacy, special education, or high ability.

Degree and adding content areas are supplemental pay as a subject of discussion.

Lanesville Community School Corporation seeks to encourage and compensate teachers to earn a masters degree as described above through additional compensation. Beginning in the 2025-2026 school year, teachers who wish to pursue and attain approved content area masters degrees will receive a one time additional $3000 to be added to their current base salary.

In order to qualify, teachers must receive approval for the course pathway from the building level administrator and the superintendent by completing a letter of assurance (see pg 24); as well as providing documentation in the form of an official transcript upon completion of the degree. Only course pathways that meet the legal requirements will be considered.

APPENDIX C-2
Lanesville Community School Corporation
Letter of Assurance for Master's Degree
Teacher Application
(For Informational Purposes Only)

The parties represented by their agents whose signatures are affixed below, have reached the following understanding:

1. Further licensing or certification may be required and beneficial in certain content teaching areas.
2. Licensing and certification is beneficial to both the teacher and school corporation.
3. Degree programs will be approved by the building level administrator and superintendent.
4. The teacher must finish the agreed upon degree program in order to receive the
5. increase.
6. The teacher must provide an official transcript from an accredited university verifying completion of the degree.

Degree or Course Pathway _____

Expected Completion Date _____

_____ _____
(Teacher) (Date)

_____ _____
(Principal) (Date)

_____ _____
(Superintendent) (Date)

2025 CBA COMPLIANCE CHECKLIST

Item	✓	Page No.[1]
School employer and exclusive representative identified	✓	Page 4
Bargaining unit description matches the IEERB Order in effect at time of ratification	✓	Page 4
Beginning and ending date of CBA (must end on or before June 30, 2027)	✓	Page 17
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)	✓	Page 18
Signed by School Board President, Secretary, or Vice President and Exclusive Representative	✓	Page 18
General definitions (definitions that apply to the whole CBA)	✓	Page 4
Grievance procedure (if arbitration used, must indicate if advisory or binding)	✓	Page 15
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)	✓	Page 17
Salary for new teachers (amount, schedule, or method of calculation)	✓	Page 21
Wages/compensation for ancillary duties		N/A
Wages/compensation for extracurricular duties	✓	Page 19
Compensation for extended contracts		N/A
Public hearing and public meeting attestations (include electronic participation information)	✓	Page 18
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)	✓	Page 21
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000	✓	Pages 21-22
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors	✓	Page 21
Based on at least two of the five statutory factors (must use academic needs factor)	✓	Page 21
Definitions of factors (e.g., experience, academic needs, instructional leadership)	✓	Page 21
How much each factor contributes to increase (by points, percentage, amount, etc.)	✓	Page 21
Amount of increase (flat amount, % amount) or method for calculating amount	✓	Page 21
Differentiated base salary increase for literacy endorsement	✓	Page 21
Academic needs is at least 10% of maximum possible salary increase calculation	✓	Page 21
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation	✓	Page 21

[1] IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).

If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap	✔	Page ?
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		N/A

Reminders:

1. Make sure all salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to Indiana Gateway by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.