AGREEMENT

BETWEEN

THE LAWRENCEBURG FEDERATION OF TEACHERS

AND THE

LAWRENCEBURG COMMUNITY SCHOOL CORPORATION

2026-2027

MASTER AGREEMENT
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ARTICLE I
DEFINITIONS

A. The term "bargaining unit" when used in this contract shall refer to and include all certificated school employees who possess a Professional Educator's License except for: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Deans of Students, Director of Student Services, Athletic Directors and Substitute Teachers.

B. The term "School Corporation" when used in this contract, shall refer to the Lawrenceburg Community School Corporation of the County of Dearborn of the State of Indiana.

C. The term "Board" when used in this contract shall refer to the Board of School Trustees of the School Corporation and shall include officers, representatives, and agents authorized to act in their behalf.

D. The term "Federation" when used in this contract shall refer to the Lawrenceburg Federation of Teachers, Local #3160, AFT, AFL-CIO, and shall include officers, representatives, and agents authorized to act in their behalf.

E. The term "Parties" shall refer to the Board and the Federation.

F. The term "teacher" when used in this contract shall refer to all members of the bargaining unit.

G. References of gender in this contract, whether male or female, shall include all individuals regardless of gender, unless the specific context indicates otherwise. The singular shall include the plural.

H. The term "actively employed" when used in this agreement shall mean the teacher is not on leave status, but is in attendance at his/her regularly scheduled contractual responsibilities on a reliable and regular basis.

ARTICLE II
RECOGNITION

The Board hereby recognizes the Federation as the exclusive representative for all teachers for the purpose of collective bargaining and discussions as provided in I.C. 20-29.

ARTICLE III
PAID LEAVES

General Notes;

- All accrued Leaves will be reduced proportionately to the amount of unpaid Leave.
- When on any type of Unpaid Leave, the employee will not receive a corporation insurance contribution.
- Once an employee gives their two weeks notice, no Paid Leave may be granted beyond that day.

A. Sick Leave

1. Each teacher shall be granted ten (10) days sick leave each year. Those teachers who commence employment after the opening of the regular school year shall be granted a proportionate allotment of sick days.

2. Sick leave days and Personal Days (Sub-section B.1 of this Article), if unused, shall accumulate as sick leave up to a maximum of one hundred seventy (170) days.

   a. If a teacher has accumulated one (1) or more sick days in another Indiana school corporation, these shall be added to his sick leave, for his second year and each succeeding year, up to three (3) sick days until the accumulated days to which the teacher was entitled in his last employment are exhausted. Teachers who have previously taught at LCSC, left and are returning will accumulate all previous LCSC and other school corporation sick days in the same manner as described in the previous sentence.

3. All absences covered by sick leave may be used and will be assessed on either a half-day (½) or a whole day basis.

4. Sick days may be used for personal medical or dental appointments, and/or the illness of the teacher, spouse, parent, child (foster, step, and/or exchange student), or live-in relative.

5. Each teacher whose sick and personal leave accumulation has exceeded the maximum as defined above, shall be compensated at the rate of Seventy-Five Dollars ($75) per day. The calculation will be applied at the end of each school year. Such compensation shall be paid to the teacher's 401(a) account on or before August 1st.

6. The annual grants as defined in Sections A 1 and B 1 of this Article shall be added to the teacher's accounts at the start of each school year.

7. Sick leave days accumulated by a teacher prior to any leave of absences under terms of this contract shall be credited to the teacher upon return.

B. Personal Leave

1. Teachers shall be granted three (3) days of personal leave with pay per school year for use as follows:

   a. Personal leave days are to be used for the transaction of personal business or the conduct of personal or civic affairs which cannot be scheduled outside of regular working hours.

   b. Notification of personal business leave shall be made two days prior to such leave except in cases of emergency.

   c. The teacher's reason for taking personal leave need only be to state that he/she is taking it for personal business unless the day immediately precedes or follows an extended school break or holiday (not including typical two day weekends) in which case a reason must be provided. In the case of an extension of a break or holiday as listed above, the Superintendent may restrict the use of the day as long as it does not prohibit the legitimate use of the day as listed in the above subsection a.

2. Personal leave may be used and will be assessed on either a half-day (½) or a whole day basis.

3. Those full time teachers who commence employment after the beginning of the regular school year shall be granted a proportionate amount of personal business days.

4. At the conclusion of the school year, all unused personal days shall be transferred to the individual's sick leave accumulation and made part of that accumulation.

C. Bereavement Leave

1. In cases of death in the immediate family, a teacher may be entitled to be absent without loss of compensation up to five (5) school days within seven (7) calendar days beyond the death. In case of extenuating circumstances, the Superintendent may adjust the seven (7) calendar days. Immediate family is defined as by blood or marriage: mother, father, husband, wife, child(ren), brother, sister, father-in-law, mother-in-law, grandparents, grandchildren, or relative living in the household of the teacher.

2. a. In cases of death in the family, a teacher may be entitled to be absent to attend the funeral/Celebration of Life, without loss of compensation, for not more than two (2) school days within four (4) calendar days beyond the death. In case of extenuating circumstances, the Superintendent may adjust the four (4) calendar days. Family is defined as niece, nephew, brother-in-law, sister-in-law, aunt or uncle, and first cousin.

   b. Additional days may be granted at the discretion of the Superintendent in cases of extenuating circumstances.

D. Professional Leave

1. Professional leave days may be granted to each teacher for such purpose(s) as attending or participating in educational workshops, seminars, conferences, or for visitations to other school corporations or educational institutions for the purpose of observing educational techniques that will further improve the instructional program of the Corporation.

2. Each request shall be submitted, in writing, to the Principal at least three (3) calendar days prior to the date of the requested leave. The request shall include a definite statement of specific content and value of the requested leave to the Corporation as well as the teacher.

3. The request may include reimbursement of necessary expenses incurred by the participants. The teacher will be notified as to reimbursement if and when such leave is granted.

4. In the event that reimbursement of expenses is granted, such reimbursement shall be made within ten (10) days of the Board meeting following the teacher's submission of itemized expenses and receipts.

E. Federation Leave

The Lawrenceburg Federation of Teachers shall be granted five (5) days to be used by the Federation President or designee, for federation business only. If more than (3) Federation days are requested on a single day the Federation President and Superintendent must discuss and agree that the usage of days will not cause an issue obtaining subs in the classroom or the days will not be granted.

F. Jury Duty/Public Witness

When employees are subpoenaed to serve on a jury or as a witness to a criminal or civil case, the employee will receive the full amount of his/her regular salary and turn over the warrant for serving on the jury to the Treasurer of the Lawrenceburg Community Schools. Any court leave for personal family business will be evaluated on a case by case basis.

G. Court Leave

Court leave with pay shall be granted to teachers for the time necessary to make appearance in court proceedings resulting from activities relating to the teacher's employment with the School Corporation. Such leave shall be of no effect in cases that are initiated by or for a teacher against the Board and/or Corporation.

H. Pay During School Closing

Paid leaves will not be deducted from any contractual allowance when those days fall on any day(s) that school is closed because of an emergency.

I. Personal Injury Leave

Absence due to injury incurred in the course of the teacher's employment shall be charged against the teacher's sick leave days on a proportionate basis when said teacher is collecting Workmen's Compensation. The Board shall pay to such teacher his/her salary and benefits when Workmen's Compensation expires and charge such to his/her sick leave days.

J. Maternity Leave

All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. However, the teacher is not entitled to take her accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties.

Those teachers on Pregnancy Leave shall have any sick days used during Pregnancy Leave deducted from the accumulation.

K. Sick Leave Bank

The corporation agrees to the establishment of a Sick Leave Bank in accordance with the provisions stated below:

The purpose of the Voluntary Sick Leave Bank (hereafter referred to as the Bank) is to provide sick leave to contributors to the Bank after their accumulated sick leave has been exhausted--and more specifically to provide such leave from the Bank in case of prolonged illnesses. The Bank rules and guidelines are as follows:

I VOLUNTARY SICK BANK COMMITTEE

1. The Bank will be operated on a voluntary basis. A committee shall be formed to administer the Bank and to provide the information whereby the Business Office of the Lawrenceburg Community Schools will keep the records. This committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as these rules, regulations, and decisions do not modify the agreement contained herein. This committee will be titled the "Voluntary Sick Bank Committee" (hereafter referred to as the SBC). The SBC shall be composed of the following five (5) persons:

   a. Superintendent of Schools of the Lawrenceburg Community Schools or his/her designee.

   b. President of the Lawrenceburg Federation of Teachers or his/her designee.

   c. One Lawrenceburg Community Schools administrator. This member is to be appointed by the Superintendent of Schools.

   d. Two- bargaining unit members. These members are to be appointed by the Federation President. Effort should be made with these appointments to provide bargaining unit representation from the elementary and secondary levels.

2. Should a vacancy occur on the SBC, a replacement for the vacant position shall be appointed by the authority making the original appointment.

3. One of the bargaining unit SBC representatives will be selected to act as chairperson of the SBC. The LFT President will designate the chairperson prior to the first meeting of the SBC.

4. The SBC will be responsible for developing the forms needed to operate the Bank.

II EFFECTIVE DATE

1. The effective date of the Bank will be the first contract day of the current school year. Bargaining unit members will be offered to join the sick bank one time only upon being hired and will have no more than (4) four weeks from the start of the new school year to make a final decision. Bargaining unit members may only apply to use the sick bank during the current school year.

2. The Bank will become operational only after 40% or more of the members of the bargaining unit have shown their willingness to participate in the Bank by contributing the individually required number of days to the Bank. The individually required number of days is set forth in Rule IV-3.

III MEMBERSHIP

1. The Bank shall be established for all bargaining unit members of the Lawrenceburg Community Schools who indicate their desire to participate by contributing the individually required number of days as indicated in Rule IV-3.

IV GUIDELINES

The Bank shall be administered by the SBC in accordance with the following provisions:

1. The Bank may be used only by the individual contributor for his or her sick leave.

2. Days from the Bank may be used only for those work days that the individual contributor is employed under a Regular Teacher Contract.

3. Any person desiring to participate in the Bank will initially donate one (1) day of his accumulated sick leave to the Bank. If a teacher who has previously taught at LCSC, left and returns had previously contributed a day to the sick bank, they will retain their status and do not need to contribute an additional day. Additional days will be requested by the SBC as required by Rule IV-4.

4. If the number of days in the Bank falls below fifteen (15) days prior to May 1 of any year, each participant will be required to donate one (1) additional day of his accumulated sick leave to the Bank. If a member has used all his sick leave, the additional day will be donated as soon as new sick leave is granted.

5. All days, once donated to the Bank, become the property of the Bank.

6. The maximum dollar expenditure during the contract year will be $31,000.00. If this amount is reached at any time during the contract year, the Bank will cease to operate for the remainder of the contract year.

7. All requests to receive grants from the Bank must be submitted in writing to the SBC on the prescribed Form SBC-1. The earliest effective date shall be the date that Form SBC-1 is received by the SBC. (Appendix C)

8. Any person submitting a request to use the Bank must have made his proper contribution and meet all eligibility requirements. If a person is physically unable to submit the Form, the Form may be submitted by a proxy.

9. A person will not be able to withdraw days from the Bank until his own accumulated sick and personal day leave is depleted.

10. Days granted from the Bank can only be used for extended illness or disability, not including normal pregnancy (not extenuating circumstances). (The SBC will generally consider an extended illness one that involves ten (10) or more working days.)

11. Periodic reviews by the SBC of all Bank use will be made. No use may extend more than thirty (30) working days.

12. Days granted from the Bank may not be granted for the period of disability when monies are paid to the employee under the Workmen's Compensation Law, Short or Long Term Disability.

13. Days granted will be reimbursed at a rate equal to the per diem rate of pay on the adopted salary schedule for the individual granted the days.

14. The SBC will review and present to the Lawrenceburg Community Schools Business Office approval or denial of all requests to draw on the Bank within ten (10) working days after such request is received by the Committee. This information should be received by the Bookkeeping Department on the same day the service records are received from the building principals. The Committee will also make its decision known to the applicant within this ten (10) day period.

V APPEAL BOARD

1. An Appeal Board will be established composed of the following six (6) persons:

   a. The Superintendent of the Lawrenceburg Community Schools or his/her designee.

   b. The Federation President or his/her designee.

   c. Four (4) members will be appointed--two (2) each by the Superintendent of Schools and the Federation President.

   d. No appointed member of the SBC may at the same time be a member of the Appeal Board.

2. The Superintendent or his/her designee will act as chairperson of the Appeal Board.

3. If a request for use of sick leave days is denied by the SBC, then the applicant may appeal the Committee's decision to the Appeal Board within ten (10) working days after the denial. Any decision by the Appeal Board must be by a majority vote. A tie vote will automatically support the SBC decision. All decisions of the Appeal Board are final and binding.

4. The Appeal Board will rule on any appeal within ten (10) working days after receiving the appeal in writing.

5. The Voluntary Sick Leave Bank is excluded from the Grievance Procedure. In the event that an individual is approved for payment by the SBC and/or the Appeal Board and does not receive such payment, that person may file a grievance. All conditions of the Sick Leave Bank must be strictly followed.

VI MEMBERS AGREEMENT

1. A member shall be required to furnish a medical report from a licensed physician at any time before or during the time of use of the Leave Bank. The medical report will be at the member's expense. The SBC will review each case as required. The SBC reserves the right, if necessary, to limit the number of days granted.

2. Members in good standing who have borrowed days from the Sick Leave Bank shall repay days to the Bank under the following guidelines:

   a. A member shall repay days to the Bank as indicated below: One (1) day for every Three (3) days borrowed.
   b. A member shall repay days to the Bank at the rate of two (2) days per year, unless there is only one (1) day to be repaid.
   c. If a member of the Bank terminates employment with Lawrenceburg Community Schools, then days remaining to be repaid to the Bank shall be deducted from the last paycheck at their daily rate.

   Repayment will begin with the school year immediately following withdrawal of days from the Bank.

3. In consideration of the benefits of participating in the Bank, each applicant for membership in the Bank shall, as a condition to such application, agree in writing substantially as follows:

"I voluntarily acknowledge and agree that the granting of days from the Voluntary Sick Leave Bank shall be at the sole discretion of the Sick Bank Committee or, in the case of an appeal, the Appeal Board, and that all decisions of the Sick Bank Committee or the Appeal Board will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify and hold harmless the Lawrenceburg Community Schools, The Corporation Board of Trustees, The Lawrenceburg Federation of Teachers, the Sick Bank Committee, the Appeal Board, and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against any of them with a respect to a decision made by any of them concerning this application."

4. When an employee donates days to the Bank, he agrees to the above stated Rules for administration of the Bank and agrees to abide by the stated Rules.

VII ANNUAL REPORT

1. An annual report of the Sick Bank will be presented at an executive meeting of the Federation.

ARTICLE IV
FAMILY AND MEDICAL LEAVE ACT

Teachers shall have the right to both the applicable contractual leaves and the appropriate designated benefits provided by the Family and Medical Leave Act (FMLA). Such leave(s), if applicable, shall be taken concurrently. Any provision of this Contract which restricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any school employee who has a right to leave and/or benefit under the Act. The school corporation may require the school employee to verify and/or certify any information which an employer may require under the FMLA, and it may further elect any option available to it under the Act for any leave or benefit for which a school employee qualifies for under the FMLA but for which the school employee is not entitled under the specific language of the Contract.

For record keeping purposes, the twelve (12) month period for FMLA shall be measured forward from the date any employee's first FMLA leave begins.

Teachers who are granted leave under FMLA shall execute a Regular Teacher Contract with the Corporation.

Teachers granted leave under FMLA shall, at the conclusion of said leave, be returned to a teaching position for which he/she is certified.

If a leave granted under FMLA extends into part of a school year, the teacher shall accumulate sick leave for that year in proportion to the number of days that teacher is paid during that year for work or leave.

If a teacher who was granted leave under this Article wishes to continue hospitalization insurance during the period when there is no compensation it shall be the responsibility of the teacher to make arrangements in advance with the business office to continue such hospitalization insurance at the individual's expense. A failure to make and follow through with such advance arrangements will result in the individual being dropped from the group plan.

ARTICLE V
COMPENSATION

A. SALARY

The parties agree that the compensation model, attached hereto as Appendix A, shall constitute the appropriate compensation for which teachers will be paid.

1. The pay of each teacher shall be direct deposited into an account of the teacher's choice biweekly with the following exceptions:

   (a) The last check may be slightly different in order to accommodate odd cents resulting from the division.

   (b) Pay information will be available for viewing after 6:00 am on the pay date.

   (c) If the designated Friday is a bank holiday, pay will be conducted on the preceding day when the bank is open.

   (d) Teachers who plan to have more than 5 unpaid days will be paid at their daily rate only for days actually worked; i.e. - their final check would be the check immediately following the end of the school year and they may only get a partial check (or no check) during scheduled breaks.

B. EXTRA DUTY ASSIGNMENTS

The parties agree that the Extra Duty Assignment Schedule, attached hereto as Appendix B shall constitute the pay for such assignments during this contract.

1. The Board shall have the right to determine if a position is to be filled or left vacant, and, in the case of extended contracts, the number of days extension.

2. The stipends for all year long Extra Duty Assignments will be paid in twenty-six (26) approximately equal payments. In the event that the teacher does not perform such extra duty contracted for, the amount of overpayment shall be deducted from the teacher's remaining paycheck(s). In the event that such remaining paycheck(s) will not reimburse the School Corporation in full for such overpayment, the teacher shall pay the Corporation such amount within ten (10) days of his final scheduled pay date. Seasonal ECA stipends will be paid in two (2) approximately equal installments; within 1 full pay cycle from start of activity and end of season, with the exception of Head Coaches who are full-time LCSC employees.

C. Teachers who teach classes offered without credit shall be paid an hourly stipend of:

0-4 years teaching experience.	$34/hour
5-9 years teaching experience.	$35/hour
10-14 years teaching experience.	$36/hour
15-19 years teaching experience.	$37/hour
20-24 years teaching experience.	$38/hour
25 and more years teaching experience	$39/hour

D. NON CONTRACTED TIME PROFESSIONAL DEVELOPMENT REIMBURSEMENT:

	(total pay)
1-2.9 hours	$25
3-4.9 hours	$50
5-6.9 hours	$75
7 or more hours	$100

E. STAFF TUITION REIMBURSEMENT

Teachers can submit a proposal for tuition reimbursement to the Superintendent. Such proposal will be granted or denied at the sole discretion of the Superintendent. A teacher seeking reimbursement must be approved in advance. Reimbursement will only be granted for areas of need for the School Corporation as determined by the Superintendent. Maximum reimbursement up to 18 hours after completing and passing each course. Completion must be within 3 years. If a teacher leaves the Corporation within 5 years after completion, then the teacher must repay the full amount.

F. PART TIME EMPLOYEES

Any teacher employed by the Board on less than a full time basis (1 FTE) shall receive salary on a prorated basis in proportion to the percentage of one full time equivalent (1 FTE) for which the teacher is employed. This teacher shall not be entitled to any additional benefits, such as, all insurance, 401(a) contributions, with the exception of 1 personal day and 1 sick day (except those required by law). Any teacher moving from a full time position to a part time position will receive prorated benefits.

ARTICLE VI
RETIREMENT BENEFITS

A. Teachers in the Lawrenceburg Community School Corporation, upon retirement, shall be paid $270.00 per year for each year of service (zero credit Aug-Nov, half credit Dec.-Apr and full credit until May) as a certified employee in the Lawrenceburg Community School Corporation; and for unused accumulated sick leave at the rate of Seventy-Five Dollars ($75) per day. The Corporation shall contribute the calculated amount to the teacher's 401(a) retirement account.

OTHER PROVISIONS

a. A teacher must be at least fifty (50) years of age to receive any Corporation retirement benefits.

b. Staff members eligible for benefits under this plan shall notify the Superintendent of Schools in writing prior to Spring Break of the current school year. Anyone who misses this deadline may still sever employment with the understanding that their compensation may be delayed until January of the following year.

c. Payment shall be made on the first payday after the last day of employment.

B. The teacher may continue under the group Medical Insurance plans offered by the Corporation until the teacher is eligible for Medicare. Such coverage is at the teacher's own expense. Arrangements for such insurance must be made with the Corporation's Business Office, in advance, and is subject to the approval of the insurance carrier(s).

C. RETIREMENT SAVINGS PLAN

a. Each employee shall have the option of investing in the 403(b) plan up to the maximum allowable under Federal law. The Board shall match such employee contribution on a dollar for dollar basis up to three percent (3%) of the individual employee's regularly scheduled base salary:

b. The employer shall deposit employer contributions for each employee into an individual account for the employee in the tax-deferred annuity program selected by the Lawrenceburg Federation of Teachers. Such deposits shall be made at least monthly.

c. School employees will have the option of continuing to invest their dollars in tax-deferred annuities for which money is already being deducted from the employee's salary, if any.

d. Once contributions are made by the employee, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or, lacking same, estate. Contributions made by the employer on behalf of the employee become the property of the employee after 5 years of service from the date of hire. If the employee leaves prior to 5 years from their hire date, they forfeit the employer's contribution back to the school corporation.

D. TEACHER RETIREMENT FUND (TRF)

a. The employee contribution shall be paid by LCSC. TRF benefits eligibility requires a minimum of six hundred (600) hours per school year. Employees may add to their accounts post tax dollars at any time. Pre-tax dollars may be added for two (2) years beginning on September 1 following the plan year in which the employee completes five (5) years of creditable service and ending on the August 31st of the second calendar year following the opening of the election period.

ARTICLE VII
INSURANCE

A. HOSPITALIZATION AND MEDICAL

Each teacher may elect to participate in the Corporation's Group Insurance Plan at a minimum cost of one dollar ($1.00) per year and may elect either employee-only coverage or family coverage:

1. The benefit plan shall be the benefit plan in effect on the signing date of this agreement.

2. The carrier can be changed only by mutual consent of the parties.

3. If a teacher elects single membership coverage, beginning with the January premium, the Corporation shall contribute 100% of the premium up to a maximum $8,354 (PPO plan), $9,475 (HDHP 1 plan) and $8,853 (HDHP 2 plan) of the premium cost or the full premium cost less one dollar ($1.00), whichever is less.

4. If a teacher elects employee/dependent membership coverage, beginning with the January premium, the Corporation shall contribute 100% of the premium up to a maximum $13,426 (PPO plan), $16,128 (HDHP 1 plan) and $13,730 (HDHP 2 plan) of the premium cost or the full premium cost less one dollar ($1.00), whichever is less. If two teachers are covered by the same family enrollment, then the contribution of the Corporation shall be doubled, not to exceed the full premium cost.

5. If a teacher elects employee/spouse membership coverage, beginning with the January premium, the Corporation shall contribute 100% of the premium up to a maximum $14,327 (PPO plan), $18,828 (HDHP 1 plan) and $16,013 (HDHP 2 plan) of the premium cost or the full premium cost less one dollar ($1.00), whichever is less. If two teachers are covered by the same family enrollment, then the contribution of the Corporation shall be doubled, not to exceed the full premium cost.

6. If a teacher elects family membership coverage, beginning with the January premium, the Corporation shall contribute 100% of the premium up to a maximum $15,810 (PPO plan), $20,673 (HDHP 1 plan) and $20,858 (HDHP 2 plan) of the premium cost or the full premium cost less one dollar ($1.00), whichever is less. If two teachers are covered by the same family enrollment, then the contribution of the Corporation shall be doubled, not to exceed the full premium cost.

7. Teachers who do not elect to participate in the medical/dental insurance for the year (Jan. thru Dec.) will receive a $160.00 deposit into their 401*(a)* account in December. A teacher must have had 12 months continuous employment without insurance participation to be eligible.

8. Teachers who are employed for less than the full school year shall receive the employer's contribution with proration on a twelve month year. Teachers on leave shall receive proration for the summer months, while teachers hired to replace them shall not.

9. The Corporation is a member of the Southeastern Indiana School Insurance Trust. In the event that the Trustees of the Southeastern Indiana School Insurance 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 Southeastern Indiana School Insurance 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.

10. When on any type of Unpaid Leave, the employee will not receive a corporation insurance contribution.

B. DENTAL INSURANCE

Each teacher participating in Section A of this Article is eligible to participate in the Dental Insurance Program.

1. The Corporation shall pay the single benefit premium for each participating member of the unit, not to exceed $100.00 per year. A payment of one dollar ($1.00) of the above amount shall be made by the participant.

2. Family membership may be elected; however, the total payment made by the Corporation shall be limited to the amounts described in sub-section 1 of this section.

C. LIFE INSURANCE

The Corporation shall provide on a fully paid basis (less one dollar ($1.00) paid by each member of the unit) fifty thousand dollars ($50,000.00) of term life insurance, with double indemnity in case of accidental death, for each member of the unit choosing to participate in such a plan.

D. INCOME PROTECTION

1. The Corporation shall provide on a fully paid (less $1.00) basis a Group Long Term Disability Program.

2. This Plan will require a ninety (90) day qualifying period.

ARTICLE VIII
UNION RIGHTS

A. DUES DEDUCTION

The Corporation hereby agrees to deduct the dues of the local union upon the receipt of written authorization for such deduction by a teacher.

1. The annual union dues shall be deducted from the checks of teachers in approximately equal installments beginning with the first pay in September. No later than two (2) weeks prior to the first pay in September, the Treasurer of the Union shall submit to the Business Office the membership form for each deduction and a letter stating the number of deductions to be made during the contract year.

2. The proceeds of such deductions shall be forwarded to the Treasurer of the union no later than four (4) calendar days after the deductions were made.

3. The union agrees that they will save the Board and Corporation harmless from any Suit, complaint or liability for any action taken or not taken in reliance on information supplied by the union.

4. It is clearly understood that teacher deductions shall be voluntary in accordance with the Teacher Collective Bargaining statute and that participation in dues deduction collection by the school employer shall not be construed as subscription to agency shop or maintenance of membership.

ARTICLE IX
GRIEVANCE PROCEDURE

A. This grievance procedure allows any member of the certified staff the opportunity to present as outlined herein grievance for the purpose of seeking redress through this procedure. A grievance shall be defined as an alleged violation of or dispute on the interpretation or application of this agreement.

B. Any grievance that an employee has not been able to adjust informally with his or her immediate supervisor shall be presented in the following steps as directed herein:

Step 1: Between the grievant and his or her representative, if she or he desires, and the appropriate director, elementary or secondary, and/or his or her designated representative.

Step 2: Between the grievant and his or her representative, if she or he desires, and the Superintendent, and/or his designated representative.

Step 3: Between the grievant and his or her representative and a designated committee composed of a quorum of the Board and its designated representative.

C. All grievances shall be presented in writing in Step 1 within three (3) weeks from the date of occurrence, signed by the grievant. The administrator's answer at each step shall be given in writing within five (5) school days following the receipt of the grievance or appeal. Unless a grievance is appealed to the next step within five (5) school days after the administrator's answer, it shall be deemed settled in accordance with the administrator's answer which shall then be considered acceptable to all parties in interest. Failure on the part of the administrator to respond within the time limits established herein shall permit the grievant to proceed to the next step.

D. By mutual agreement of the Superintendent and the grievant, the time limits may be compromised as stated herein to allow the collection of pertinent information and in the interest of prudent resolution of the grievance.

E. The Federation shall have the duty to screen grievances if presented to it by complainants for the purpose of inquiring as to the validity of all grievances before processing begins under this policy.

F. All grievances submitted for processing shall contain a clear and concise statement of the specific alleged violation, misinterpretation or misapplication involved and the relief sought.

G. No documents, communications, or records dealing with the processing of a grievance shall be placed in the regular personnel files of the participants.

H. Any grievant shall have the right to present witnesses on his or her behalf relative to any complaint made.

I. The Board of Education shall have the right to investigate, call witnesses, hold hearings, etc., as it deems necessary to resolve said grievances through its representative committee.

J. Nothing in this procedure is designed or intended to prevent a teacher from having a complaint adjusted without the intervention of the Federation or any other party.

K. A grievant may, at any step of the foregoing procedure, be represented by either a member of the Federation or by professional counsel.

L. A grievant's professional counsel or representative shall have a right to be in attendance during any proceedings pertaining to the grievance.

M. School days, for purposes of the grievance procedure, shall be defined as those regularly scheduled as days of work.

N. Grievances filed after May 15 of any school year shall be considered as year-end complaints and shall be resolved within twenty (20) working days unless the grievant proceeds to the final step at which time resolution shall be made as defined herein.

O. The Federation shall have the right to have a representative present at all grievance conferences and hearings, from and including Step 1, and the Corporation agrees to notify the Federation of the time and place of any conference or hearing on any written grievance.

P. The Federation, at its sole discretion, may at any time withdraw any grievance whatsoever.

Q. The grievant(s), although they may engage private legal counsel for such purpose, may not have present, nor be represented by, any employee organization, or its representatives or counsel other than the Federation.

ARTICLE X
NONRESIDENT ENROLLMENT OF TEACHERS' CHILDREN

A teacher employed by the Lawrenceburg Community School Corporation ("Corporation") whose primary residence is located outside the State of Indiana may apply to enroll the teacher's biological child, adopted child, stepchild, or child for whom the teacher has been legally appointed as guardian, subject to the provisions set forth below.

For purposes of this provision, eligibility shall be limited to children who are members of the teacher's immediate household and for whom the teacher has a legally recognized parental or guardianship relationship. Eligibility shall not extend to children placed in the teacher's custody through a third-party custodial agreement or other arrangement established primarily for purposes of school enrollment.

A. INITIAL ENROLLMENT AND CAPACITY

A teacher's child or children may enroll in the Corporation provided that their applicable grade level has not reached the Corporation's established enrollment capacity at the time of initial enrollment.

Once a teacher's child or children has been accepted and enrolled in the Corporation, the child or children may continue enrollment in subsequent school years, subject to the transfer requirements set forth below, even if the child or children's grade level subsequently reaches or exceeds established capacity.

Following other Corporation guidelines, if one child is accepted, other children will be accepted as well.

B. TRANSFER REQUIREMENTS

Children enrolled under this provision shall be considered transfer students and must satisfy the same transfer eligibility requirements established by the Corporation for other transfer students, including applicable expectations related to attendance, discipline, academic performance, and other requirements permitted by law and Corporation policy.

C. RESIDENCY

A child or children enrolled pursuant to this provision shall use the address of the child or children's actual primary residence outside the State of Indiana for all Corporation enrollment and residency records. No Indiana address shall be used for the purpose of establishing residency unless the student's actual primary residence changes to that address.

D. SCHOLARSHIP ELIGIBILITY

Since the child or children's primary residence remains outside Indiana and/or Dearborn County, enrollment in the Corporation under this provision does not establish Indiana or Dearborn County residency for purposes of scholarships or other programs requiring such residency. The child or children shall remain subject to the eligibility requirements established by each scholarship provider, including, but not limited to, the Tremain Scholarship, Lilly Endowment Community Scholarship, and scholarships administered through the Dearborn Community Foundation.

E. TUITION AND FEES

In lieu of the Corporation's standard transfer tuition amount, a teacher shall pay **$1,000 per child per school year** for each child enrolled pursuant to this provision.

The teacher shall also be responsible for all applicable textbook, curricular material, course, technology, extracurricular, and other student fees assessed by the Corporation.

F. CONTINUED ELIGIBILITY

Enrollment under this provision is contingent upon the parent remaining employed as a teacher by the Lawrenceburg Community School Corporation and the student continuing to satisfy applicable transfer requirements, Corporation policies, and state and federal law.

ARTICLE XI
GENERAL PROVISIONS

A. It is agreed between the parties that there shall be no further obligation on the part of either to bargain any item during the term of this agreement except to bargain a successor agreement. This Contract may, however, be amended by mutual written agreement.

B. This Agreement supersedes and cancels all previous Agreements, whether verbal or written, between the parties as well as any alleged past practice of the Corporation, and this Agreement constitutes the entire Agreement between the parties. This Agreement also supersedes any rules, regulations, policies, or practices of the Board which are contradictory or inconsistent with the terms of this Agreement.

C. If any provision of this Agreement, or application of this Agreement to a teacher or group of teachers is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XII
TERM OF AGREEMENT

This Master Contract entered into this tenth day of November by and between the Board of School Trustees of the Lawrenceburg Community School Corporation, hereinafter called the "Board" and the Lawrenceburg Federation of Teachers, hereinafter called the "Federation".

This Contract shall be effective November 9, 2026 and shall continue in effect through June 30, 2027. The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto which may not be altered, changed, added to or deleted from, or modified during the term of this agreement.

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 Federation to the Board at:

Karl Galey, Superintendent
300 Tiger Boulevard
Lawrenceburg, IN 47025

If by the Board to the Federation at:

Heather Scribner, Federation President
497 Eagleview Drive
Lawrenceburg, IN 47025

The undersigned attest to the following:

1. A public hearing was held on August 11, 2026 [in compliance with IC 20-29-6-1(b)], and electronic participation from the parties and/or public was permitted; and
2. A public meeting was held on October 12, 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 permitted.

BY THE BOARD OF SCHOOL TRUSTEES
OF LAWRENCEBURG COMMUNITY SCHOOLS

PRESIDENT

VICE PRESIDENT

SUPERINTENDENT

BY THE LAWRENCEBURG FEDERATION
OF TEACHERS, LOCAL 3160

PRESIDENT

NEGOTIATING TEAM MEMBER

APPENDIX A

BASE Building Award

1. Teachers will be hired in at salaries not to exceed current teachers with similar certifications and/or years of service. Teachers that do not match a current teacher's experience/education will be placed with a base salary that equals the average of two current staff members closest to the years of experience/education of the new employee. The base salary may increase or decrease for a new staff within the listed salary range at the superintendent's discretion, subject to discussion with the Union President. The salary range for K-12 teachers is $49,000 - $100,335. The starting salary for all full-time K-12 teachers is $49,000.
2. Each year the district will determine the amount of funds available for teacher salaries. This dollar amount will then be negotiated with the bargaining unit. A teacher rated Highly Effective on the teacher evaluation used by the school corporation will earn an award amount one and a half times the dollar amount awarded to a teacher rated Effective on the teacher evaluation. This money awarded to a teacher's salary will be added to the base salary. There is no limitation or "cap" based on years of experience with the dollars awarded to the base salary. For 2026-2027, this amount will be $280,000. The full amount of the funds will be distributed to Effective and Highly Effective Teachers.
   $280,000 / [(#HE teachers x 1.5) + #E teachers] = $ per point
   Increase for E teachers - $ per point
   Increase for HE teachers = $ per point x 1.5
3. Academic Needs is defined as the need to retain teachers who have newly attained a content master's degree. There will be an award for a newly attained master's degree that is in a content area of teaching as defined by the IDOE. No more than 50% of a teacher's salary increase can be added in one year; (Increase for E or HE teachers x .50 = Increase for Academic Needs). A teacher receiving a newly attained master's degree beginning in 2018 in a content area of teaching as defined by the IDOE may not receive more than $2,000 for attaining the master's degree within their career at Lawrenceburg Community School Corporation. This amount will be calculated based upon previous awards of earning the specific content master's degree as defined above. This dollar amount is also added to one's base. Any funds otherwise allocated for teachers rated ineffective or improvement necessary will be equally distributed to all teachers rated effective or highly effective. The redistribution will be paid as a stipend after all salary increases have been awarded for the current contract period. Teachers must notify the superintendent by June 1 if they anticipate completing their master's degree prior to the start of the upcoming school year.
4. Certified staff who obtain and provide a copy of their updated license with the Early Literacy Endorsement to the Human Resources Department will have a one time $500 added to their base salary.
5. Any teacher rated improvement necessary or ineffective will not receive any increase or increment listed above in numbers 1-4.

Stipend (Non-Base Building Awards)

1. In the area of Meeting the Academic Needs of Students teachers will be awarded a stipend of $1,000 under the following circumstances:
   a) Possession of and using in current assignment a special education license.
   b) Possession of and using in current assignment high ability license.
   c) Possession of and using ELL license to serve as the EL Teacher of Record (TOR).
   d) Dual Language Immersion (DLI) Teachers.
   e) Accredited instructor teaching an early college course. (providing direct instruction and not monitoring)
   f) Teaching Gateway (GTT)/Project Lead the Way (PLTW) courses.
   g) Teaching a middle school course for high school credit.
   h) (Full-time teachers) Teaching a CTE reimbursed course.

Meeting Academic Needs of Student awards are stipends and not base building. A redistribution provision is unnecessary as stipends are flat amounts only.
If a staff member meets the requirements for more than one of the above, a-h, the staff member will receive a maximum of $2,000.

   a. Clarification - may meet this requirement in the same line multiple times, but courses must be different.

De-Escalator Clause

If state funding is reduced to the school corporation during the contract year, the Corporation and Federation agree the negotiated funds available for BASE Building Awards in Appendix A will be reduced so that no more than 10% of the Education Fund yearly average established during negotiations will be absorbed from the Corporation Education Fund balance to make up the difference. This amount for the 2026-2027 contract is $340,492. The remaining amount will be reduced from the BASE Building Award negotiated funds.

APPENDIX B

LAWRENCEBURG HIGH SCHOOL

Extra-Curricular Activity Schedule

Any information in the ECA schedule beyond the name of the position and the salary for that position is for informational purposes only.

FALL SPORTS	Stipend Amount	'QUALIFIED' Coach/Supervisor
FOOTBALL		
Head Varsity *	9243	
Assistant	4957	
Assistant	4957	
Reserve	4957	
Head Freshman	3388	
Assistant Freshman	3388	
BOYS SOCCER		
Head Varsity *	4043	
Assistant	2610	
Assistant	2610	
GIRLS SOCCER		
Head Varsity *	4043	
Assistant	2610	
Assistant	2610	
VOLLEYBALL		
Head Varsity *	5085	
Assistant	2192	
Assistant	2192	
GIRLS GOLF		
Head Varsity	2841	
BOYS TENNIS		
Head Varsity	2841	
CROSS COUNTRY		
Head Varsity	2841	

WINTER SPORTS	Stipend Amount	QUALIFIED' Coach/Supervisor
BOYS BASKETBALL		
Head Varsity *	8809	
Assistant	4957	
Reserve	4957	
Head Freshman	3388	
GIRLS BASKETBALL		
Head Varsity *	8809	
Assistant	4957	
Reserve	4957	
Head Freshman	3388	
WRESTLING	• If separate teams (boys/girls) and girls with a lesser schedule, pay 50% of stipends. • If teams are together (boys/girls), but still girls have a lesser schedule, +$500 (Head Coach), +$200 (Asst. Coach).	
Head Coach	4356	
Assistant	2934	
SWIMMING		
Head Coach	4356	
Assistant	2934	

SPRING SPORTS		
BASEBALL		
Head Varsity *	5052	
Assistant	2934	
Assistant	2934	
Freshman (if team)	2575	
SOFTBALL		
Head Varsity *	5052	
Assistant	2934	
Assistant	2934	
Freshman (if team)	2575	
TRACK		
Head Varsity	4356	
Assistant	2934	
Assistant	2934	

BOYS GOLF		
Head Varsity	2841	
GIRLS TENNIS		
Head Varsity	2841	
CHAMPIONS TOGETHER/ UNIFIED ACTIVITIES	2785	
ESports Coach	1500	
ESports Coach	1500	
Strength Coach	8111	

- Football, Soccer, Volleyball, Basketball, Baseball and Softball head varsity coach stipends include money for required summer programs; effective 2012.

'OTHER' LHS POSITIONS	Stipend Amount	QUALIFIED' Coach/Supervisor
Junior Class Sponsor	1737	
Assistant Junior Class Sponsor	842	
Senior Class Sponsor	613	
Sophomore Class Sponsor	613	
Freshman Class Sponsor	391	
Academic Coach	3207	
Assistant Academic Coach	1604	
Head Cheerleader Sponsor	3124	
Assistant Cheerleader Sponsor	2163	
Freshman Cheerleader Sponsor	1423	
Annual Sponsor	1531	
Newspaper Sponsor	1064	
Auditorium Director	4304	
Play (Scripted) Director	1119	
Play (Scripted) Set/Tech/Asst.	461	
Musical (Major) Prod. Director	925	
Musical (Major) Music Director	925	
Musical (Major) Set/Scene/Asst.	925	
SPECIAL MUSIC POSITIONS		
Band Director	6752	
Assistant Band Director	3306	
Vocal/Choral Director	4374	
Videography	515	• K Promotion, 8th Grade Promotion and Graduation

GREENDALE MIDDLE SCHOOL
Extra-Curricular Activity Schedule

FALL SPORTS	Stipend Amount	QUALIFIED' Coach/Supervisor
FOOTBALL		
Head Coach	3388	
Assistant	2711	
Assistant	2711	
Assistant	2711	
VOLLEYBALL		
Head 8th Grade	1749	
Head 7th Grade	1749	
CROSS COUNTRY		
Head Coach	1420	
WINTER SPORTS		
BOYS BASKETBALL		
Head 8th Grade	3388	
Head 7th Grade	2917	
Head 6th Grade	1083	
GIRLS BASKETBALL		
Head 8th Grade	3388	
Head 7th Grade	2917	
Head 6th Grade	1083	
WRESTLING	• If separate teams (boys/girls) and girls with a lesser schedule, pay 50% of stipends. • If teams are together (boys/girls), but still girls have a lesser schedule, +$500 (Head Coach), +$200 (Asst. Coach).	
Head Coach	2185	
Assistant	1095	
SWIMMING		
Head Coach	2185	
Assistant	1095	
SPRING SPORTS		
TRACK		
Head Coach	2332	
Assistant	1749	
Assistant	1749	

'OTHER' GMS POSITIONS	Stipend Amount	QUALIFIED' Coach/Supervisor
Intramurals		
• Girls Soccer Gr. 6-8	1500	
• Boys Soccer Gr. 6-8	1500	
• Girls Softball Gr. 7-8	1500	
Cheerleader Sponsor	1171	
Yearbook	1171	
Tiger Social Media	769	
Washington D.C. Sponsor	1737	
Head Academic Coach	2917	
Assistant Academic Coach	1604	
Assistant Academic Coach	1604	
SPECIAL MUSIC POSITIONS		
Band Director	1737	
Tiger Tempo	2895	

CENTRAL ELEMENTARY SCHOOL
and
LAWRENCEBURG PRIMARY SCHOOL

Extra-Curricular Activity Schedule

ACTIVITY	School	Stipend Amount	QUALIFIED' Coach/Supervisor
5TH Grade Boys Basketball	CES	1083	
5th Grade Girls Basketball	CES	1083	
Camp Kern Coordinator	CES	1017	
Academic Coach	CES	729	
Academic Coach	LPS	729	
SPECIAL MUSIC POSITIONS			
Music	Both	1093	
Choral Festival	CES	1093	

CLUB SPONSORSHIP
ECA APPLIES TO LAWRENCEBURG HIGH SCHOOL, GREENDALE MIDDLE SCHOOL, CENTRAL ELEMENTARY SCHOOL AND LAWRENCEBURG PRIMARY SCHOOL

CLUB MEETING REQ.	Stipend Amount ($28/meeting)	Per Approved QUALIFIED' Coach/Supervisor
3 meetings AFTER School	87	
6 meetings AFTER School	173	
9 meetings AFTER School	365	remain 365 until others caught up or not filled
12 meetings AFTER School	346	
18 meetings AFTER School	519	
27 meetings AFTER School	779	
36 meetings AFTER School	1038	

- Clubs held during paid school hours cannot count towards club meeting req.

List the paid clubs for reference:

LPS	CES	GMS	LHS
	(2)-Coding (27)	Art (18)	Art (36)
	(2)-Archery (18)	Builders (18)	Archery (36)
	Art Club (9)	Student Council (18)	French (27)
		Pep Club (9)	Honor Society (3)
			Key Club (27)
			Military (36)
			Spanish (27)
			(1)- Student Council (27)
			Pep Club (27)
			Lawrenceburg Lifeline (9)

MENTORS, SCHOOL IMPROVEMENT STRATEGY CHAIRPERSONS OR STEERING COMMITTEE MEMBERS, GRADE LEVEL CHAIRPERSONS/DEPARTMENTAL CHAIRPERSONS, TEACHER TECHS
ECA APPLIES TO LAWRENCEBURG HIGH SCHOOL, GREENDALE MIDDLE SCHOOL, CENTRAL ELEMENTARY SCHOOL AND LAWRENCEBURG PRIMARY SCHOOL

Department Chairs	Stipend Amount	QUALIFIED' Coach/Supervisor
Grade Level/Departmental Chairperson	1-3 teachers - $552, 3.5 teachers - $827, 4 or more teachers - $1103	
Mentors	$331	
Corporation Goals Committee Member (may only receive one stipend)	$331	
Teacher Techs	$2,060	

APPENDIX C

SBC-1

LAWRENCEBURG COMMUNITY SCHOOL CORPORATION

APPLICATION FOR USE OF SICK DAYS FROM
VOLUNTARY SICK LEAVE BANK

NAME_____ BUILDING_____

OF DAYS REQUESTED_____ ABSENCE DATES_____

_____
Signature Date

FOR BUSINESS OFFICE ONLY:

Date the last sick day was used:_____

Dates of absence:_____

Daily rate of pay $_____

_____
Signature Date

FOR SICK BANK COMMITTEE:

Date received_____

Request ____Approved _____ Rejected

If approved, number of days granted_____ Cost of days granted_____
(teacher's daily rate x # of days)

If rejected, state reason:_____

_____
Signature Date

FOR APPEAL BOARD:

Date of Review (if any)_____ Additional days granted_____

Percentage allowed_____ Cost of added days_____

Date received_____

Request ____Approved _____ Rejected

If approved, number of days granted_____ Cost of days granted_____
(teacher's daily rate x # of days)

If rejected, state reason:_____

_____
Signature Date