

2026-2027

WORKING AGREEMENT

BETWEEN

LA PORTE COMMUNITY SCHOOL CORPORATION

AND

LA PORTE FEDERATION OF TEACHERS, LOCAL #714
INDIANA FEDERATION OF TEACHERS
AMERICAN FEDERATION OF TEACHERS,
AFL-CIO

July 1, 2026 through June 30, 2027

TEACHER WORKING AGREEMENT
2026-2027

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ARTICLE I

Recognition – Employees Covered

1.1 Pursuant to and in accordance with the applicable provisions for recognition provided by Public Law 48, 2011 (Senate Enrolled Act 575) Acts of the General Assembly for the State of Indiana, the Employer does hereby recognize the La Porte Federation of Teachers, Local #714, Indiana Federation of Teachers, AFT, AFL-CIO, La Porte Community School Corporation as the exclusive representative for all certified employees excluding therefrom Superintendent, Assistant Superintendents, Business Manager, Principals, Assistant Principals, Directors, Consultants, Psychologists, Home Counselor for Attendance, and Department Heads.

ARTICLE II

Definitions

2.1 Board. Unless otherwise specified, the term "Board" shall mean Board of School Trustees of the La Porte Community School Corporation.

2.2 Federation. The term "Federation" shall mean the La Porte Federation of Teachers, Local #714, Indiana Federation of Teachers, AFT, AFL-CIO.

2.3 Superintendent. Unless otherwise specified, the term "Superintendent" shall mean the Superintendent of the La Porte Community School Corporation.

2.4 Supervisor and/or Principal. The term "Supervisor and/or Principal" shall mean the head of a school or unit made up of members of the bargaining unit or his/her appointed representative who has the power to resolve a grievance, make evaluations, or make administrative policies or procedures relating to terms and conditions of employment or to the implementation of this agreement.

2.5 Teacher. The term "teacher" shall mean any member of the bargaining unit.

2.6 Employer. The word "Employer" as used herein means the La Porte Community School Corporation, La Porte County, Indiana; the Superintendent of Schools of said School Corporation; his/her agents and representatives, and/or its Board of School Trustees, their agents and assigns.

2.7 Wage and Salary shall mean the compensation paid to the employee for their services for regular and extra-curricular positions.

2.8 Fringe Benefit shall refer to the commonly accepted insurance benefits (health, dental, life, LTD, workers compensation) Section 125, Aflac as well as severance and retirement benefits.

ARTICLE III

Scope of Agreement

3.1 Bargaining under this agreement is limited to those items listed in Indiana Code 20-29-6-4.

ARTICLE IV

Insurance

4.1 Health Insurance. The employer will make available to its certified employees covered by this agreement, who serve fifty percent (50%) or more of full time equivalency, hospital, medical, and dental insurance and will pay premium costs as follows:

For Calendar Year 2027:

A. Single Plan. The employee will pay as per the insurance rate chart. (Exhibit A)

B. Family Plan. The employee will pay as per the insurance rate chart. (Exhibit A)

C. Both Spouses Employed by the School Corporation. Each will pay an amount equal to the amount paid by an employee on a single plan for family plan benefits.

D. Part Time Employees. The insurance contribution is a proportionate sum based on the part time employee's FTE. The employer will pay as per the insurance premium chart LESS the percentage of FTE that the employee is not working. The employee will pay the difference.

The employee will participate at the fifty percent (50%) level for any funding change each ensuing year.

4.2 Life Insurance. Life insurance will be made available to employees who qualify under the master life policy. The life insurance amount will be in the sum of Twenty Thousand Dollars ($20,000), which will be paid by the school corporation with the exception of $1 per year per IC 5-10-8-2.6c. Additional life insurance coverage may be purchased in increments of Ten Thousand Dollars ($10,000), at the expense of the participants.

4.3 Long-Term Disability. Long-term disability coverage will be provided for the certified teaching staff with the exception of $1 per year per IC 5-10-8-2.6c. The coverage will provide Sixty-Six and Two-Thirds percent (66-2/3%) of monthly income, with a benefit elimination period of three months.

4.4 The benefits to employees of Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting. An amount may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are allowable non-taxable benefits for major medical, long-term disability, short-term disability, Section 79 life, AFLAC products, non-reimbursed medical and dependent care. The administration fees shall be

paid by the employee. Payroll deductions will be allowed for the Section 125 items listed above, but not for other after-tax products.

ARTICLE V

Leaves of Absence

5.1 Paid Leave. Each teacher will be allocated twelve (12) days of paid leave at the beginning of the first year of employment and ten (10) days at the beginning of each year thereafter. These days will be used in modules of one-half day. For a teacher who is hired to teach less than a full school year, these paid days shall be prorated to the nearest one-half day. In the event a teacher fails to fulfill his/her contractual obligation, the Employer may prorate these paid leave days to the nearest one-half day. Any unused paid leave days will revert to the teacher's sick day accumulation. Unused sick days will be allowed to accumulate without limit. Teachers' pay checks will contain information regarding accumulated sick days.

5.2 Teachers hired for our Corporation, who have worked elsewhere in Indiana public school corporations, may transfer their accumulated sick leave to the La Porte Community School Corporation. As per statute, this accumulated sick leave from other school corporations shall be added to accumulated sick leave beginning with the second year at the rate of three (3) days each year until accumulation is exhausted.

5.3 Family and Medical Leave . FMLA leaves may be granted for any reason provided for in the Family and Medical Leave Act.

Any leave covered by the conditions outlined in the FMLA will be considered an FMLA leave. Available and applicable, sick, paid leave, or other paid days must be used concurrently for any FMLA leave.

The provisions of the Family and Medical Leave Act shall govern all aspects of those leaves falling under its provisions. During the twelve (12) week period of leave or any portion thereunder covered by the Family and Medical Leave Act, La Porte Community School Corporation and the employee will continue to pay their respective portions of benefits for the employee as though the employee were not on leave.

The provisions of any leave covered by the Family and Medical Leave Act shall be done in accordance with said Act and its regulations.

5.4 Maternity Leave. A teacher who gives birth shall be granted five (5) paid contractual days of maternity leave for recovery immediately following the birth of the child. Such days shall not be deducted from the teacher's paid leave or accumulated sick leave. Maternity leave under this section shall run concurrently with leave under the Family and Medical Leave Act, when applicable.

5.5 Funeral Leave . A maximum of five (5) working days funeral leave shall be granted without reduction in pay by reason of death of a husband, wife, brother, sister, father, mother, mother-in-law, father-in-law, son or daughter, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandparent-in-law, grandchild, aunt, uncle, niece, nephew, and/or any person who has lived in the teacher's home as a member of the family. Additional days may be granted by the Superintendent, depending on travel and circumstances.

5.6 Jury Duty . Teachers serving on a jury will be paid the difference between their regular pay on a per diem basis and the per diem pay received as a juror, provided evidence is received from the Court Bailiff as to the amount received for jury duty.

5.7 Teachers suffering injury arising from assault on their persons, while on a school assignment, shall sustain no loss in salary by reason of their absence resulting from such injury, nor shall such absence be counted against their accumulated sick leave, payments to be made hereunder not to exceed one hundred eighty (180) school days by reason of any one assault.

5.8 The President and Vice President of the La Porte Federation of Teachers will each be granted up to five (5) paid Federation days for Federation business each school year to conduct Federation business, meet with the Employer, investigate teacher complaints or problems, and review the administration of this Agreement. In addition, the President may designate any other members of the bargaining unit to conduct Federation business for an additional ten (10) paid Federation days. The Federation agrees to pay any substitute teachers' wages after the first ten (10) Federation days have been used. Up to three (3) teachers will be granted Federation days on any given day—additional teachers with prior approval of the Superintendent. When using Federation days, and when selecting the teachers who will use Federation days, the Federation will be sensitive to the need for qualified substitutes. It is recognized that there may be circumstances in which the President and Vice President will attend to Federation business on their planning time, and, in an emergency, may answer questions and converse briefly with a teacher during non-planning time. The Federation and the Employer will work together to resolve scheduling conflicts which would result in interference with the normal operations of the schools or the conduct of Federation business.

ARTICLE VI

Leave Day Buy-Back

6.1 A full-time teacher who uses five (5) or fewer paid leave and/or sick days during the school year shall be eligible, at the conclusion of the school year, to elect one of the following:

1. Sell back to the Corporation unused paid leave days from the current school year's allocation, up to a maximum of ten (10) days, at a rate of $100 per day; or
2. Receive a one-time stipend of $400.

Any unused paid leave days not sold back to the Corporation shall revert to the teacher's accumulated sick leave in accordance with Section 5.1.

For purposes of determining eligibility under this section, professional leave, funeral leave, jury duty, Federation leave, paid maternity leave, and absences resulting from an assault covered under Section 5.7 shall not be considered paid leave days used.

Employees must also have been employed on the first student day in order to be eligible for the leave day buy-back.

ARTICLE VII

Sick Leave Bank

7.1 Participation. Any member of the bargaining unit may participate in the sick leave bank by contributing one day of sick leave during an enrollment period lasting from the first day of the school year until the 15th of October. A member of the bargaining unit who has joined the sick leave bank shall continue to be a member until such time as he/she is no longer employed by the La Porte Community School Corporation or submits a written statement to the sick leave bank committee requesting that he/she be removed from the roll of participants in the bank, or he/she is no longer a member of the bargaining unit. Sick leave days on deposit with the bank shall not be returned in any of these instances. In the event that the number of days in the sick leave bank falls to thirty percent (30%) of its total at the end of the yearly enrollment period, each member shall contribute one additional day. Such additional contributions may be required only twice in any school year. In addition to the donation of one day for membership in the sick leave bank, a member may at any time donate any number of additional days to the bank.

Members of the bank who make a withdrawal shall repay the bank at the rate of three (3) sick leave days per year. These days shall be deducted on the first working day of the school year. Withdrawal from participation in the bank shall not relieve a former member from replacing days that he/she may have been awarded.

Members of the sick leave bank who are unable to contribute days to the bank when it is depleted, as described above, shall be required to contribute appropriate days as soon as they are earned in order to remain members in good standing of the bank.

7.2 Using Days from Sick Leave Bank. A member requesting days from the sick leave bank shall complete the application form with supporting evidence from the member's physician and forward the same to the sick leave bank committee. The sick leave bank committee shall have the responsibility to either grant or deny the request.

Participants may be granted sick leave from the bank if the member has depleted his/her own sick leave. No applicant may have outstanding more than ninety (90) sick leave days borrowed from the sick leave bank.

Years in Corp	Begins on ___ day of paid leave	Max Days Eligibility
0-2	6th	20
3-4	6th	30
5-9	6th	40
10-15	3rd	50
16-20	3rd	60
21-25	3rd	70
26-30	3rd	80
30+	1st	90

Whenever an applicant is eligible to receive benefits from the Corporation's long-term disability plan, the applicant will not be eligible for sick leave bank benefits. At any reasonable time during the duration of a loan period, the sick leave bank committee may request appropriate documentation to determine the current condition of the applicant and to guarantee the continuation of the loan period. Should the applicant refuse to provide the requested documentation, the committee may elect to cancel the loan.

Sick leave bank benefits will take effect on the sixth (6th), third (3rd) or first (1st) paid day after the applicant's own sick days have been used up based on years of service in the corporation. Payments for sick leave allocated to an employee by the sick leave bank committee shall be paid in the same manner as payment for ordinary wages and/or the employee's own accumulated sick leave.

It is understood that the sick leave bank is intended for recovery from illness and injuries of the members.

7.3 Sick Leave Bank Committee. A sick leave bank committee consisting of four (4) members appointed by the Federation and an administrator designated by the Superintendent shall establish procedures for and administer the program. Teacher members serving on the committee shall be one elementary, one middle school, one high school, and one at-large. Appointment of teacher members to the committee shall be on a rotating basis, with no more than one member's term expiring in a given school year. Should two or more members be eligible simultaneously for retirement from the committee,

the selection of one member to retire shall be determined by lottery. The senior member of the committee shall serve as chairperson.

The sick leave bank committee shall inform the Federation and the School Corporation in writing of any decision of the committee granting or denying a request to withdraw from the sick leave bank, the need to have additional contributions, and, at the start of the school year, the names of those members, along with the amount of sick leave days, who will be repaying sick leave days to the sick leave bank. An annual report of the experience of the committee shall be provided to the Federation and the Corporation of the full activities of the sick leave bank committee before July 1 of each year. The Superintendent and the President of the Federation may review the records at any time. A worksheet which identifies whether a teacher is a member of the Sick Leave Bank, and, if so, identifies the number of days the teacher may owe to the Sick Leave Bank, will be given to teachers at the beginning of the school year.

7.4 Disagreement with Decisions of Committee. Any member having a complaint or objection to the procedure of the sick leave bank committee may file said complaint or objection with the Superintendent of Schools and the President of the Federation for submission to the respective negotiating teams. Any member having a complaint or objection to a decision of the sick leave bank committee may file said complaint or objection with the committee along with additional information regarding the need for benefits from the sick leave bank. Such objecting applicant may also request a meeting with the sick leave bank committee to present his/her case for benefits. The decision of the committee shall be final.

ARTICLE VIII

Severance Pay

8.1 A teacher with ten(10) or more years of service in a contracted teaching position with the La Porte Community School Corporation, who dies while employed by the corporation, or who retires at the age of fifty (50) or older, shall be paid twenty percent (20%) of the teacher's daily rate of pay multiplied by the number of days of accumulated sick leave.

A. There will be no limit to the number of sick days.

B. Compensation will be provided to the estate of an eligible teacher upon his/her death.

ARTICLE IX

Compensation Plan

9.1 Base Salary Range : $47,500 to $83,499, not including current year increases or TRF contributions.

9.2. TRF: The Board of School Trustees shall pay the teacher's contribution (3%) to the Indiana State Teachers' Retirement Fund for contracted amounts.

9.3 Wages: The base wage for current LPCSC teachers is equal to the ending wage for the previous year.

9.4 New Hires: Salaries for new hires will be in accordance with the beginning teacher salary as indicated in the salary range. The Superintendent retains the right to establish individual starting wages, within the current salary range ($47,500 to $83,499), dependent on district need.

9.5 401(a) Plan: First year teachers will receive an amount equal to 1% of the first year teacher base salary for investment into a 401 a plan on behalf of the teacher.

9.6 Extra Duty: Wages for extra duty positions will be paid in accordance with the established extra-duty schedule. (Exhibit B)

9.7 Base Salary Increases

A. General Eligibility

1. Except as provided in #2 below, a returning teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.

2. A returning teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

B. Literacy Endorsement Base Salary Differentiation

1. Prior to receipt of the base salary increases described in Section C below, the base salary of teachers who possess a literacy endorsement shall be adjusted, as needed, to reflect a $250 differential in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement.

C. Factors and definition

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating within LPCSC in the 2025-2026 school year.

2. Academic Need – Academic need is defined as one of the following:

   a. The need to retain teachers who complete the Solution Tree PLC Institute prior to 11/15/26.

   b. The need to retain teachers who hold a teaching license in special education and are employed in a qualifying position in an outside district school (NPUSC, MSDNDT, SCCSC, TTCSC).

3. Education – The teacher earned a master's degree in a content area, as defined by applicable Indiana law and State Board of Education rules. A teacher may satisfy this factor only once.

D. Distribution

1. The starting teacher base salary will move from $47,500 to $48,000.

2. An adjustment of up to $500 will be applied to salaries of first-year teachers who were hired at $47,500 and began their service in the 2026-2027 school year.

3. Teachers will receive a $1,000 base salary increase for satisfying the Evaluation Rating factor.

4. Teachers will receive a $250 base salary increase for satisfying the Academic Needs factor. This factor may only be satisfied once, for a maximum base salary increase of $250.

5. Teachers will receive a $250 base salary increase for satisfying the Education factor.

9.8 Redistribution: Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

9.9 Stipends:

A. For school years beginning after June 30, 2017, teachers that acquire a master's degree outside of their content area, and have not been previously compensated by the corporation, will qualify for a one-time stipend of $2,000. Official college transcripts verifying degree status will need to be submitted to LPCSC personnel office on or before August 1, of the upcoming school year in order to be awarded that school year.

B. For school years beginning after June 30, 2017, teachers that acquire a master's degree within their content area, will qualify for a one-time $3,000 stipend. Official college

transcripts verifying degree status will need to be submitted to LPCSC personnel office on or before August 1, of the upcoming school year in order to be awarded that school year.

9.10 Ancillary Duties: Teachers will be compensated $25 for each 30-60 minutes of ancillary supervision before school, after school, or during the day for times where they are not scheduled to be working with students. For teachers covering classes at the high school under a block scheduling model, the rate will be prorated to $37.50 for coverage of a full class period during a teacher's assigned plan time.

9.11 Documentation : The following extended contracts have been discussed, not bargained, and are listed in this CBA for informational purposes only. Only the rate (wage) was bargained:

Position	Number of Additional Days	Rate
LPHS Building Trades	5 Days	Per Diem
LPHS Counselors (5)	Extra Duties	$757.56
LPHS Counselors (5)	8 Days –Before & 4 Days –After School	
	Team Lead -add one more day	Per Diem
LPHS FFA	15 Days – Summer/Weekend Activities	Per Diem
LPMS FFA	3 Days – Summer/Weekend Activities	Per Diem
LPHS Librarians (2)	10 Days – Summer	Per Diem
MS Counselors (4)	Extra Duties	$757.56
MS Counselors (4)	5 Days Before School	Per Diem
MS Librarians (2)	5 Days	Per Diem
Slicer Support Services	4 Days - Summer	Per Diem
Strength and Conditioning	10 Days – Summer	Per Diem
Instructional Coaches	5 Days –Summer	Per Diem

ARTICLE X

401(a) Retirement Plan

The Board agrees to establish and maintain a qualified retirement plan pursuant to section 401(a) of the U. S. Internal Revenue Code (hereinafter referred to as the "401(a) plan") for all

teachers. The Board will contribute an amount equal to one percent (1 %) of each teacher's base salary annually into the 401(a) plan on behalf of each teacher. This annual one percent (1 %) contribution will be deposited into the 401(a) plan on a monthly basis as the base salary is paid.

The contributions to the 401(a) plan on behalf of a teacher will vest with that teacher after the teacher completes one (1) year of service. For purposes of this Article, one (1) year of service shall be credited upon the completion of one hundred twenty (120) school days in a given school year.

ARTICLE XI

Retirement Incentive

10.1 The Board will offer a one-time Retirement Incentive to eligible teachers who elect to retire from the corporation at the end of the 2026-2027 school year.

A. Eligibility:

1. Teachers must be eligible for retirement according to INPRS guidelines.
2. Teachers must have at least 10 years of tenure in a contracted teaching position with LPCSC.
3. Teachers must complete the required application process, which includes the following:
    a. Teachers requesting a buyout must submit a Google Form indicating their interest in the buyout. The form will be released to teachers on January 4, 2027, and will require teachers to indicate their retirement intentions and will serve as the official timestamp for submission.
    b. If approved, the teacher will have two (2) business days to submit an official letter of retirement for board approval.
    c. All application submissions via the Google Form must be completed by January 29, 2027.
    d. All official retirement letters for those approved must be submitted by February 2, 2027, to allow board action at the February 8, 2027, meeting.

B. Availability:

1. The buyout will be offered on a first-come basis.
2. The maximum number of buyouts available will be as follows:
    a. Up to 7 buyouts for teachers assigned to grades 7–12.
    b. Up to 12 buyouts for teachers assigned to grades PK–6.

c. Up to 5 buyouts for teachers assigned to positions funded through the special education cooperative.

3. The Superintendent, in consultation with the Buyout Review Committee, may adjust the limits per grade level or extend the program if such action is determined to be in the best interest of LPCSC.

4. A waitlist will be established in the order of Google Form submissions. Should additional buyouts become available after the February ADM count or later in the spring, teachers on the waitlist may be offered participation in the program.

C. Terms:

1. The corporation will deposit a total of $10,000 into the teacher's 401(a) account, paid in one installment prior to June 30, 2027.

2. The corporation will pay an annual contribution of $7,500 to a Health Reimbursement Account, to be used at the employee's discretion toward insurance costs until the employee becomes eligible for Medicare. Employees already eligible for Medicare at the time of retirement will receive a single payment of $10,000 to an HRA at the time of retirement. The HRA contributions will be made annually until an employee reaches Medicare eligibility (age 65).

D. Dispute Resolution:

1. Any disputes or issues arising from this program will be reviewed and resolved by a three-person Buyout Review Committee consisting of:

a. The Superintendent.

b. The Human Resources Director.

c. The President of the LFT (or designee).

2. The committee will serve as the decision-making body to address challenges or disputes in a fair and peaceful manner.

ARTICLE XII

Grievance Procedure

11.1 The purpose of this procedure is to secure, at the lowest possible administrative level, solutions to the problems which may arise from time to time.

11.2 A grievance is defined as any difference that arises between the Employer and the Federation or one or more employees, involving an alleged violation, misinterpretation, or misapplication of this agreement between the parties.

11.3 A grievant shall mean either (1) an individual employee, (2) a group of employees having the same grievance, or (3) the Federation.

11.4 Level 1. Any employee within the bargaining unit may present a grievance orally to his Principal or Supervisor within thirty (30) days of the time when the grievant knew, or should have known, of the event or condition leading to the grievance.

11.5 If the grievance is not satisfactorily resolved within two (2) days, the grievant shall, within twenty (20) days of a denial of the oral grievance, submit the complaint in writing to the Principal or Supervisor on the form designated as Exhibit E-1. The Principal or Supervisor may request a meeting with the grievant and/or a Federation representative (if the grievant so desires) prior to his/her decision, but, in any event, such Principal or Supervisor must render his/her decision, in writing, with copies to the grievant and the Federation President within five (5) days of the submission to him/her of the grievance.

11.6 Level 2. If the grievance is not resolved satisfactorily at Level 1, the Federation may appeal to the Superintendent or his/her designated representative in writing, using the form designated as Exhibit E-2. A Level 2 grievance must be filed within ten (10) working days from the date of the Level 1 written response. The Superintendent or his/her designated representative shall communicate his/her decision in writing to the Federation President within five (5) days after the receipt of the grievance. If upon receipt of the grievance either party requests a meeting, it shall be scheduled within three (3) days.

11.7 Level 3. In the event the grievance is not resolved in Level 2 above, either party may make a request in writing for arbitration of the grievance within twenty-five (25) working days from the date of the written decision of the Superintendent. The Federal Mediation and Conciliation Service or American Arbitration Association will submit the names of five (5) qualified arbitrators to the parties, and the parties shall select the arbitrator to hear the complaint by alternately striking one name from such list of arbitrators until only one name remains and such remaining name shall be the arbitrator. The party to strike a name first shall be determined by lot or agreement. A copy of Exhibit E-3 shall be sent to the other party. This level will not apply to reduction in force actions relating to administrative and/or fiscal decisions. If contract procedure is not followed, the teacher would have arbitration rights granted by existing contract language.

11.8 The arbitrator shall have no authority to amend, revise, or delete any provision of this agreement and shall consider only the issue submitted to him/her for determination. The arbitrator's decision shall be final and binding on both parties. The fee of the arbitrator, including his/her expenses, shall be paid by the unsuccessful party.

11.9 The time limits specified in any step of this procedure may be extended in any specific instance only by mutual agreement in writing by both parties at the level concerned.

11.10 Grievances not fully processed at the end of the regular school year will be processed to a conclusion within the number of days required for the various grievance procedure steps, regardless of there being no school days. Saturdays and Sundays shall not be considered in totaling the number of days for each step.

11.11 The grievances shall be recorded in a grievance file which shall be maintained in the Educational Services Center.

11.12 All written grievances shall designate the article allegedly being violated.

11.13 Each party shall be responsible for compensating its own representatives and witnesses in attendance at the arbitration hearing; however, teachers in attendance at such arbitration hearings may use their personal business days to the extent that they are available, in order to receive compensation for such attendance.

11.14 Level 3 does not apply to teacher dismissal or teacher discipline matters.

ARTICLE XIII

Duration of Agreement

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 14, 2026 prior to collective bargaining. Electronic participation from the governing body and/or the public was not permitted.

2. A public meeting was held in compliance with Indiana Code § 20-29-6-19 on October 12, 2026 to discuss the tentative agreement. Electronic participation from the governing body and/or the public was not permitted.

This agreement shall become effective as of the 1st day of July 2026, and shall continue in effect through the 30th day of June 2027.

This agreement is made and entered into the 9th day of November 2026, by and between the La Porte Community School Corporation, by its Superintendent and its Board of School Trustees, and La Porte Federation of Teachers, Local #714, Indiana Federation of Teachers, AFT, AFL-CIO.

This agreement is so attested by the signatures below.

La Porte Community School Corporation, By its Board of School Trustees

By: _____
Mr. Ryan Seaburg, President,
Board of School Trustees

By: _____
Ms. Monica Beaty, Secretary,
Board of School Trustees

By: _____
Dr. Sandra Wood,
Superintendent

La Porte Federation of Teachers, Local Union #714, American Federation of Teachers, AFL-CIO

By: Claudia Williams
Mrs. Claudia Williams,
President

DATED: 11/9/26

EXHIBIT A

Health/Dental Insurance Rates

Plan 1

	Single		Family	
Total Cost	$13,330.52		$33,520.88	
Teacher Contribution	$4,849.41	5.42%	$12,647.44	5.20%
Corporation Contribution	$8,481.11	3.03%	$20,873.44	3.09%

Plan 2

	Single		Family	
Total Cost	$12,310.97		$30,970.82	
Teacher Contribution	$3,717.23	6.58%	$9,828.91	6.22%
Corporation Contribution	$8,593.74	2.75%	$21,141.91	2.80%

Plan 3*

	Single		Family	
Total Cost	$10,977.82		$27,647.21	
Teacher Contribution	$1,426.89	16.65%	$10,055.60	5.35%
Corporation Contribution	$9,550.93	2.18%	$17,591.61	2.99%

**Employer also makes deposit into HSA account for Employee + Family (included above). Annually = $2,100*

Exhibit B

Location	Building	Position	Percentage	
Co-op		Computer Resource Person	0.035	$1,750.00
Co-op		Special Olympics	0.025	$1,250.00
Co-op		Unified Flag Football	0.05	$2,500.00
Co-op		Unified Pom Pom 5-12	0.03	$1,500.00
Co-op		Unified Pom Pom 5-12	0.03	$1,500.00
Co-op		Unified Track	0.05	$2,500.00
Corp		Spelling Bee Coordinator	0.02	$1,000.00
Corp		Academic Competition Coordinator	0.095	$4,750.00
Corp		Computer Resource Person	0.035	$1,750.00
Corp		Computer Resource Person	0.035	$1,750.00
Corp		Orchestra Director 6-12	0.1	$5,000.00
Elementary	Crichfield	Basketball, Boys 4	0.0175	$875.00
Elementary	Crichfield	Basketball, Boys 4	0.0175	$875.00
Elementary	Crichfield	Basketball, Girls 4	0.0175	$875.00
Elementary	Crichfield	Basketball, Girls 4	0.0175	$875.00
Elementary	Crichfield	Club	0.013	$650.00
Elementary	Crichfield	Club	0.013	$650.00
Elementary	Crichfield	Club	0.013	$650.00
Elementary	Crichfield	Club	0.013	$650.00
Elementary	Crichfield	Club	0.013	$650.00
Elementary	Crichfield	Club	0.013	$650.00
Elementary	Crichfield	Club	0.013	$650.00
Elementary	Crichfield	Club	0.013	$650.00
Elementary	Crichfield	Club	0.013	$650.00
Elementary	Crichfield	Computer Resource Person - Staff	0.035	$1,750.00
Elementary	Crichfield	Computer Resource Person - Student	0.01	$500.00
Elementary	Crichfield	Ring Toss Club	0.0175	$875.00
Elementary	Crichfield	Ring Toss Club	0.0175	$875.00
Elementary	Crichfield	Robotics K-4	0.025	$1,250.00
Elementary	Crichfield	Robotics K-4	0.025	$1,250.00
Elementary	Crichfield	Track, Co-Ed 4	0.0175	$875.00
Elementary	Crichfield	Track, Co-Ed 4	0.0175	$875.00
Elementary	Hailmann	Basketball, Boys 4	0.0175	$875.00
Elementary	Hailmann	Basketball, Boys 4	0.0175	$875.00
Elementary	Hailmann	Basketball, Girls 4	0.0175	$875.00
Elementary	Hailmann	Basketball, Girls 4	0.0175	$875.00
Elementary	Hailmann	Club	0.013	$650.00
Elementary	Hailmann	Club	0.013	$650.00
Elementary	Hailmann	Club	0.013	$650.00
Elementary	Hailmann	Club	0.013	$650.00
Elementary	Hailmann	Club	0.013	$650.00
Elementary	Hailmann	Club	0.013	$650.00
Elementary	Hailmann	Club	0.013	$650.00
Elementary	Hailmann	Club	0.013	$650.00

Exhibit B

Location	Building	Position	Percentage	
Elementary	Hailmann	Club	0.013	$650.00
Elementary	Hailmann	Club	0.013	$650.00
Elementary	Hailmann	Computer Resource Person - Staff	0.035	$1,750.00
Elementary	Hailmann	Computer Resource Person - Student	0.01	$500.00
Elementary	Hailmann	Ring Toss Club	0.0175	$875.00
Elementary	Hailmann	Ring Toss Club	0.0175	$875.00
Elementary	Hailmann	Robotics K-4	0.025	$1,250.00
Elementary	Hailmann	Robotics K-4	0.025	$1,250.00
Elementary	Hailmann	Track, Co-Ed 4	0.0175	$875.00
Elementary	Hailmann	Track, Co-Ed 4	0.0175	$875.00
Elementary	Handley	Basketball, Boys 4	0.0175	$875.00
Elementary	Handley	Basketball, Boys 4	0.0175	$875.00
Elementary	Handley	Basketball, Girls 4	0.0175	$875.00
Elementary	Handley	Basketball, Girls 4	0.0175	$875.00
Elementary	Handley	Club	0.013	$650.00
Elementary	Handley	Club	0.013	$650.00
Elementary	Handley	Club	0.013	$650.00
Elementary	Handley	Club	0.013	$650.00
Elementary	Handley	Club	0.013	$650.00
Elementary	Handley	Club	0.013	$650.00
Elementary	Handley	Club	0.013	$650.00
Elementary	Handley	Club	0.013	$650.00
Elementary	Handley	Club	0.013	$650.00
Elementary	Handley	Computer Resource Person - Staff	0.035	$1,750.00
Elementary	Handley	Computer Resource Person - Student	0.01	$500.00
Elementary	Handley	Ring Toss Club	0.0175	$875.00
Elementary	Handley	Ring Toss Club	0.0175	$875.00
Elementary	Handley	Robotics K-4	0.025	$1,250.00
Elementary	Handley	Robotics K-4	0.025	$1,250.00
Elementary	Handley	Track, Co-Ed 4	0.0175	$875.00
Elementary	Handley	Track, Co-Ed 4	0.0175	$875.00
Elementary	Indian Trail	Basketball, Boys 4	0.0175	$875.00
Elementary	Indian Trail	Basketball, Girls 4	0.0175	$875.00
Elementary	Indian Trail	Club	0.013	$650.00
Elementary	Indian Trail	Club	0.013	$650.00
Elementary	Indian Trail	Club	0.013	$650.00
Elementary	Indian Trail	Club	0.013	$650.00
Elementary	Indian Trail	Club	0.013	$650.00
Elementary	Indian Trail	Club	0.013	$650.00
Elementary	Indian Trail	Club	0.013	$650.00
Elementary	Indian Trail	Computer Resource Person - Staff	0.035	$1,750.00
Elementary	Indian Trail	Computer Resource Person - Student	0.01	$500.00
Elementary	Indian Trail	Ring Toss Club	0.0175	$875.00

Exhibit B

Location	Building	Position	Percentage	
Elementary	Indian Trail	Robotics K-4	0.025	$1,250.00
Elementary	Indian Trail	Robotics K-4	0.025	$1,250.00
Elementary	Indian Trail	Track, Co-Ed 4	0.0175	$875.00
Elementary	Itinerant	Athletic Manager	0.08	$4,000.00
Elementary	Itinerant	Elementary Music	0.02	$1,000.00
Elementary	Itinerant	Elementary Music	0.02	$1,000.00
Elementary	Itinerant	Elementary Music	0.02	$1,000.00
Elementary	Itinerant	Elementary Music	0.02	$1,000.00
Elementary	Itinerant	Elementary Music	0.02	$1,000.00
Elementary	Kingsbury	Basketball, Boys 4	0.0175	$875.00
Elementary	Kingsbury	Basketball, Girls 4	0.0175	$875.00
Elementary	Kingsbury	Club	0.013	$650.00
Elementary	Kingsbury	Club	0.013	$650.00
Elementary	Kingsbury	Club	0.013	$650.00
Elementary	Kingsbury	Club	0.013	$650.00
Elementary	Kingsbury	Club	0.013	$650.00
Elementary	Kingsbury	Club	0.013	$650.00
Elementary	Kingsbury	Club	0.013	$650.00
Elementary	Kingsbury	Club	0.013	$650.00
Elementary	Kingsbury	Computer Resource Person - Staff	0.035	$1,750.00
Elementary	Kingsbury	Computer Resource Person - Student	0.01	$500.00
Elementary	Kingsbury	Ring Toss Club	0.0175	$875.00
Elementary	Kingsbury	Robotics K-4	0.025	$1,250.00
Elementary	Kingsbury	Robotics K-4	0.025	$1,250.00
Elementary	Kingsbury	Track, Co-Ed 4	0.0175	$875.00
Elementary	Kingsford Heights	Basketball, Boys 4	0.0175	$875.00
Elementary	Kingsford Heights	Basketball, Girls 4	0.0175	$875.00
Elementary	Kingsford Heights	Club	0.013	$650.00
Elementary	Kingsford Heights	Club	0.013	$650.00
Elementary	Kingsford Heights	Club	0.013	$650.00
Elementary	Kingsford Heights	Club	0.013	$650.00
Elementary	Kingsford Heights	Club	0.013	$650.00
Elementary	Kingsford Heights	Computer Resource Person - Staff	0.035	$1,750.00
Elementary	Kingsford Heights	Computer Resource Person - Student	0.01	$500.00
Elementary	Kingsford Heights	Ring Toss Club	0.0175	$875.00
Elementary	Kingsford Heights	Robotics K-4	0.025	$1,250.00
Elementary	Kingsford Heights	Robotics K-4	0.025	$1,250.00
Elementary	Kingsford Heights	Track, Co-Ed 4	0.0175	$875.00
Elementary	Riley	Basketball, Boys 4	0.0175	$875.00
Elementary	Riley	Basketball, Girls 4	0.0175	$875.00
Elementary	Riley	Club	0.013	$650.00
Elementary	Riley	Club	0.013	$650.00
Elementary	Riley	Club	0.013	$650.00
Elementary	Riley	Club	0.013	$650.00
Elementary	Riley	Club	0.013	$650.00

Exhibit B

Location	Building	Position	Percentage	
Elementary	Riley	Club	0.013	$650.00
Elementary	Riley	Club	0.013	$650.00
Elementary	Riley	Club	0.013	$650.00
Elementary	Riley	Computer Resource Person - Staff	0.035	$1,750.00
Elementary	Riley	Computer Resource Person - Student	0.01	$500.00
Elementary	Riley	Ring Toss Club	0.0175	$875.00
Elementary	Riley	Robotics K-4	0.025	$1,250.00
Elementary	Riley	Robotics K-4	0.025	$1,250.00
Elementary	Riley	Track, Co-Ed 4	0.0175	$875.00
Kesling Campus		Athletic Liaison - Scheduling	0.065	$3,250.00
Kesling Campus		Athletic Liaison - Transportation	0.065	$3,250.00
Kesling Campus		Band, Director 6-8	0.05	$2,500.00
Kesling Campus		Band, Director 6-8	0.05	$2,500.00
Kesling Campus		Band, Jazz 6-8	0.0225	$1,125.00
Kesling Campus		Band, Jazz 6-8	0.0225	$1,125.00
Kesling Campus		Choir, Director 5-8	0.05	$2,500.00
Kesling Campus		Drama, Fall Production	0.05	$2,500.00
Kesling Campus		Drama, Spring Production	0.05	$2,500.00
Kesling Campus		Future Famers of America 5-8	0.03	$1,500.00
Kesling Campus		Future Problem Solvers Coach 6-8	0.03	$1,500.00
Kesling Campus		Gymnastics, 5-8 Coach	0.05	$2,500.00
Kesling Campus		Supervision - Afternoon 5/6 Pick-Up	0.025	$1,250.00
Kesling Campus		Supervision - Afternoon 7/8 Crosswalk	0.025	$1,250.00
Kesling Campus		Supervision - Afternoon Door 14	0.015	$750.00
Kesling Campus		Supervision - Morning Door 14	0.02	$1,000.00
Kesling Campus		Tennis, Co-Ed 6-8	0.035	$1,750.00
Kesling Campus		Tennis, Co-Ed 6-8	0.035	$1,750.00
Kesling Campus		Wrestling, Boys 6-8 Assistant	0.05	$2,500.00
Kesling Campus		Wrestling, Boys 6-8 Assistant	0.05	$2,500.00
Kesling Campus		Wrestling, Boys 6-8 Head	0.07	$3,500.00
KIS		Academic Competition Coordinator 5-6	0.06	$3,000.00
KIS		Academic Staff Coach: Elementary Science Bowl	0.02	$1,000.00
KIS		Academic Staff Coach: Math Bowl	0.02	$1,000.00
KIS		Academic Staff Coach: Spell Bowl Coach 5-6	0.02	$1,000.00
KIS		Band, Director 6	0.0375	$1,875.00
KIS		Basketball, Boys 5	0.02	$1,000.00
KIS		Basketball, Boys 5	0.02	$1,000.00
KIS		Basketball, Boys 5	0.02	$1,000.00
KIS		Basketball, Boys 5	0.02	$1,000.00
KIS		Basketball, Boys 6	0.02	$1,000.00
KIS		Basketball, Boys 6	0.02	$1,000.00
KIS		Basketball, Boys 6	0.02	$1,000.00
KIS		Basketball, Boys 6 Coordinator	0.045	$2,250.00
KIS		Basketball, Girls 5	0.02	$1,000.00
KIS		Basketball, Girls 5	0.02	$1,000.00

Exhibit B

Location	Building	Position	Percentage	
KIS		Basketball, Girls 5	0.02	$1,000.00
KIS		Basketball, Girls 5	0.02	$1,000.00
KIS		Basketball, Girls 6	0.02	$1,000.00
KIS		Basketball, Girls 6	0.02	$1,000.00
KIS		Basketball, Girls 6	0.02	$1,000.00
KIS		Basketball, Girls 6 Coordinator	0.045	$2,250.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Club	0.013	$650.00
KIS		Computer Resource Person - Staff	0.02	$1,000.00
KIS		Computer Resource Person - Staff	0.02	$1,000.00
KIS		Computer Resource Person - Student	0.02	$1,000.00
KIS		Cross Country, Co-Ed 5-6	0.02	$1,000.00
KIS		Cross Country, Co-Ed 5-6	0.02	$1,000.00
KIS		Cross Country, Co-Ed 5-6	0.02	$1,000.00
KIS		Counselor	0.0175	$875.00
KIS		Counselor	0.0175	$875.00
KIS		Data Leader - ELA 5-1 & 5-2	0.02	$1,000.00
KIS		Data Leader - ELA 5-3 & 5-4	0.02	$1,000.00
KIS		Data Leader - ELA 6-1, 6-2, & 6-3	0.02	$1,000.00
KIS		Data Leader - ELA 6-4, 6-5, & 6-6	0.02	$1,000.00
KIS		Data Leader - Math 5-1 & 5-2	0.02	$1,000.00
KIS		Data Leader - Math 5-3 & 5-4	0.02	$1,000.00
KIS		Data Leader - Math 6-1, 6-2, & 6-3	0.02	$1,000.00
KIS		Data Leader - Math 6-4, 6-5, & 6-6	0.02	$1,000.00
KIS		Morning Announcements	0.04	$2,000.00
KIS		Robotics 5-6	0.05	$2,500.00
KIS		Robotics 5-6	0.05	$2,500.00
KIS		Stage Manager	0.06	$3,000.00
KIS		Student Council 5-6	0.03	$1,500.00
KIS		Testing Coordinator 5-6	0.02	$1,000.00
KIS		Swimming, Co-ed 5-6	0.03	$1,500.00
KIS		Team Leader - 5-1	0.0175	$875.00
KIS		Team Leader - 5-2	0.0175	$875.00

Exhibit B

Location	Building	Position	Percentage	
KIS		Team Leader - 5-3	0.0175	$875.00
KIS		Team Leader - 5-4	0.0175	$875.00
KIS		Team Leader - 6-1, 6-2, & 6-3	0.0175	$875.00
KIS		Team Leader - 6-1, 6-2, & 6-3	0.0175	$875.00
KIS		Team Leader - 6-4, 6-5, & 6-6	0.0175	$875.00
KIS		Team Leader - 6-4, 6-5, & 6-6	0.0175	$875.00
KIS		Team Leader - Elective/PE	0.0175	$875.00
KIS		Track, Boys 5-6	0.02	$1,000.00
KIS		Track, Boys 5-6	0.02	$1,000.00
KIS		Track, Boys 5-6	0.02	$1,000.00
KIS		Track, Boys 5-6	0.02	$1,000.00
KIS		Track, Girls 5-6	0.02	$1,000.00
KIS		Track, Girls 5-6	0.02	$1,000.00
KIS		Track, Girls 5-6	0.02	$1,000.00
KIS		Track, Girls 5-6	0.02	$1,000.00
KIS		Volleyball, Boys 6	0.02	$1,000.00
KIS		Volleyball, Boys 6	0.02	$1,000.00
KIS		Volleyball, Boys 6	0.02	$1,000.00
KIS		Volleyball, Boys 6	0.02	$1,000.00
KIS		Volleyball, Girls 6	0.02	$1,000.00
KIS		Volleyball, Girls 6	0.02	$1,000.00
KIS		Volleyball, Girls 6	0.02	$1,000.00
KIS		Volleyball, Girls 6	0.02	$1,000.00
KIS		Yearbook 5-6	0.02	$1,000.00
LPMS		Academic Competition Coordinator 7-8	0.06	$3,000.00
LPMS		Academic Staff Coach: Math Counts	0.02	$1,000.00
LPMS		Academic Staff Coach: Spell Bowl 7-8	0.02	$1,000.00
LPMS		Academic Staff Coach: Super Bowl English	0.02	$1,000.00
LPMS		Academic Staff Coach: Super Bowl Interdisciplina	0.02	$1,000.00
LPMS		Academic Staff Coach: Super Bowl Math	0.02	$1,000.00
LPMS		Academic Staff Coach: Super Bowl Science	0.02	$1,000.00
LPMS		Academic Staff Coach: Super Bowl Social Studies	0.02	$1,000.00
LPMS		Basketball, Boys 7 Assistant	0.065	$3,250.00
LPMS		Basketball, Boys 7 Head	0.08	$4,000.00
LPMS		Basketball, Boys 8 Assistant	0.065	$3,250.00
LPMS		Basketball, Boys 8 Head	0.08	$4,000.00
LPMS		Basketball, Girls 7 Assistant	0.065	$3,250.00
LPMS		Basketball, Girls 7 Head	0.08	$4,000.00
LPMS		Basketball, Girls 8 Assistant	0.065	$3,250.00
LPMS		Basketball, Girls 8 Head	0.08	$4,000.00
LPMS		Cheer/Pom Pom 7-8	0.03	$1,500.00
LPMS		Cheer/Pom Pom 7-8	0.03	$1,500.00
LPMS		Class Sponsor - 8	0.015	$750.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00

Exhibit B

Location	Building	Position	Percentage	
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Club	0.013	$650.00
LPMS		Computer Resource Person - Staff	0.02	$1,000.00
LPMS		Computer Resource Person - Staff	0.02	$1,000.00
LPMS		Computer Resource Person - Student	0.02	$1,000.00
LPMS		Cross Country 7-8	0.04	$2,000.00
LPMS		Cross Country 7-8	0.04	$2,000.00
LPMS		Cross Country 7-8	0.04	$2,000.00
LPMS		Cross Country 7-8	0.04	$2,000.00
LPMS		Counselor	0.0175	$875.00
LPMS		Counselor	0.0175	$875.00
LPMS		Department/Data Leader - ELA 7	0.02	$1,000.00
LPMS		Department/Data Leader - ELA 8	0.02	$1,000.00
LPMS		Department/Data Leader - Math 7	0.02	$1,000.00
LPMS		Department/Data Leader - Math 8	0.02	$1,000.00
LPMS		Department Leader - Science 7	0.0075	$375.00
LPMS		Department Leader - Science 8	0.0075	$375.00
LPMS		Department Leader - Social Studies 7	0.0075	$375.00
LPMS		Department Leader - Social Studies 8	0.0075	$375.00
LPMS		Football, Boys 7 Assistant	0.065	$3,250.00
LPMS		Football, Boys 7 Assistant	0.065	$3,250.00
LPMS		Football, Boys 7 Associate	0.07	$3,500.00
LPMS		Football, Boys 7 Head	0.08	$4,000.00
LPMS		Football, Boys 8 Assistant	0.065	$3,250.00
LPMS		Football, Boys 8 Assistant	0.065	$3,250.00
LPMS		Football, Boys 8 Assistant	0.065	$3,250.00
LPMS		Football, Boys 8 Associate	0.07	$3,500.00
LPMS		Football, Boys 8 Head	0.08	$4,000.00
LPMS		Honor Society Sponsor - NJHS	0.015	$750.00
LPMS		Morning Announcements	0.04	$2,000.00
LPMS		Robotics 7-8	0.05	$2,500.00
LPMS		Robotics 7-8	0.05	$2,500.00
LPMS		Soccer, Co-Ed 7-8	0.025	$1,250.00
LPMS		Soccer, Co-Ed 7-8	0.025	$1,250.00
LPMS		Soccer, Co-Ed 7-8	0.025	$1,250.00

Exhibit B

Location	Building	Position	Percentage	
LPMS		Stage Manager	0.06	$3,000.00
LPMS		Student Council 7-8	0.03	$1,500.00
LPMS		Swimming, Co-ed 7-8	0.03	$1,500.00
LPMS		Team Leader - 7-1	0.0175	$875.00
LPMS		Team Leader - 7-2	0.0175	$875.00
LPMS		Team Leader - 7-3	0.0175	$875.00
LPMS		Team Leader - 7-4	0.0175	$875.00
LPMS		Team Leader - 8-1	0.0175	$875.00
LPMS		Team Leader - 8-2	0.0175	$875.00
LPMS		Team Leader - 8-3	0.0175	$875.00
LPMS		Team Leader - 8-4	0.0175	$875.00
LPMS		Team Leader - Electives	0.0175	$875.00
LPMS		Team Leader - Music	0.0175	$875.00
LPMS		Team Leader - PE	0.0175	$875.00
LPMS		Testing Coordinator 7-8	0.02	$1,000.00
LPMS		Track, Boys 7	0.04	$2,000.00
LPMS		Track, Boys 7	0.04	$2,000.00
LPMS		Track, Boys 8	0.04	$2,000.00
LPMS		Track, Boys 8	0.04	$2,000.00
LPMS		Track, Girls 7	0.04	$2,000.00
LPMS		Track, Girls 7	0.04	$2,000.00
LPMS		Track, Girls 8	0.04	$2,000.00
LPMS		Track, Girls 8	0.04	$2,000.00
LPMS		Volleyball, Boys 7 Assistant	0.05	$2,500.00
LPMS		Volleyball, Boys 7 Head	0.07	$3,500.00
LPMS		Volleyball, Boys 8 Assistant	0.05	$2,500.00
LPMS		Volleyball, Boys 8 Head	0.07	$3,500.00
LPMS		Volleyball, Girls 7 Assistant	0.05	$2,500.00
LPMS		Volleyball, Girls 7 Head	0.07	$3,500.00
LPMS		Volleyball, Girls 8 Assistant	0.05	$2,500.00
LPMS		Volleyball, Girls 8 Head	0.07	$3,500.00
LPMS		Yearbook 7-8	0.02	$1,000.00
LPHS		Academic Staff Coach: Decathlon Assistant	0.04	$2,000.00
LPHS		Academic Staff Coach: Decathlon Head	0.05	$2,500.00
LPHS		Academic Staff Coach: Envirothon	0.02	$1,000.00
LPHS		Academic Staff Coach: Math League	0.0175	$875.00
LPHS		Academic Staff Coach: Quizbowl	0.02	$1,000.00
LPHS		Academic Staff Coach: Quizbowl	0.02	$1,000.00
LPHS		Academic Staff Coach: Spell Bowl	0.02	$1,000.00
LPHS		Academic Staff Coach: Super Bowl Assistant	0.035	$1,750.00
LPHS		Academic Staff Coach: Super Bowl English	0.02	$1,000.00
LPHS		Academic Staff Coach: Super Bowl Head	0.0375	$1,875.00
LPHS		Academic Staff Coach: Super Bowl Math	0.02	$1,000.00
LPHS		Academic Staff Coach: Super Bowl Science	0.02	$1,000.00
LPHS		Academic Staff Coach: Super Bowl Social Studies	0.02	$1,000.00

Exhibit B

Location	Building	Position	Percentage	
LPHS		Band, Director 9-12	0.07	$3,500.00
LPHS		Band, Marching Assistant	0.12	$6,000.00
LPHS		Band, Marching Assistant	0.12	$6,000.00
LPHS		Band, Marching Guard	0.12	$6,000.00
LPHS		Band, Marching Head	0.16	$8,000.00
LPHS		Band, Marching Percussion	0.12	$6,000.00
LPHS		Band, Marching Visual	0.06	$3,000.00
LPHS		Band, Pep Director	0.015	$750.00
LPHS		Band, Winter Guard Assistant	0.06	$3,000.00
LPHS		Band, Winter Guard Head	0.08	$4,000.00
LPHS		Band, Winter Percussion	0.06	$3,000.00
LPHS		Baseball, Boys JV Assistant	0.1	$5,000.00
LPHS		Baseball, Boys JV Head	0.12	$6,000.00
LPHS		Baseball, Boys Varsity Assistant	0.12	$6,000.00
LPHS		Baseball, Boys Varsity Head Assistant	0.14	$7,000.00
LPHS		Baseball, Boys Varsity Head	0.24	$12,000.00
LPHS		Basketball, Boys 9 Head	0.1	$5,000.00
LPHS		Basketball, Boys JV Assistant	0.12	$6,000.00
LPHS		Basketball, Boys JV Head	0.14	$7,000.00
LPHS		Basketball, Boys Head Assistant	0.16	$8,000.00
LPHS		Basketball, Boys Varsity Head	0.32	$16,000.00
LPHS		Basketball, Girls 9 Head	0.1	$5,000.00
LPHS		Basketball, Girls JV Assistant	0.12	$6,000.00
LPHS		Basketball, Girls JV Head	0.14	$7,000.00
LPHS		Basketball, Girls Head Assistant	0.16	$8,000.00
LPHS		Basketball, Girls Varsity Head	0.32	$16,000.00
LPHS		Cheerleading, Assistant	0.08	$4,000.00
LPHS		Cheerleading, Head	0.12	$6,000.00
LPHS		Choir, Director 9-12	0.1	$5,000.00
LPHS		Class Sponsor - 10	0.01	$500.00
LPHS		Class Sponsor - 11	0.04	$2,000.00
LPHS		Class Sponsor - 11	0.04	$2,000.00
LPHS		Class Sponsor - 12	0.04	$2,000.00
LPHS		Class Sponsor - 12	0.04	$2,000.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00

Exhibit B

Location	Building	Position	Percentage	
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Club	0.013	$650.00
LPHS		Coffee Shop	0.04	$2,000.00
LPHS		Communications Coordinator 9-12	0.08	$4,000.00
LPHS		Computer Resource Person - Staff	0.04	$2,000.00
LPHS		Computer Resource Person - Student	0.02	$1,000.00
LPHS		Counselor	0.0175	$875.00
LPHS		Counselor	0.0175	$875.00
LPHS		Counselor	0.0175	$875.00
LPHS		Counselor	0.0175	$875.00
LPHS		Counselor	0.0175	$875.00
LPHS		Cross Country, Boys Varsity Assistant	0.12	$6,000.00
LPHS		Cross Country, Boys Varsity Head	0.16	$8,000.00
LPHS		Cross Country, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Cross Country, Girls Varsity Head	0.16	$8,000.00
LPHS		Dance, Assistant	0.08	$4,000.00
LPHS		Dance, Head	0.12	$6,000.00
LPHS		Drama, Fall Play Director Assistant	0.04	$2,000.00
LPHS		Drama, Fall Play Director Head	0.06	$3,000.00
LPHS		Drama, Sound Engineer	0.04	$2,000.00
LPHS		Drama, Spring Musical Choreographer	0.02	$1,000.00
LPHS		Drama, Spring Musical Director Assistant	0.04	$2,000.00
LPHS		Drama, Spring Musical Director Head	0.06	$3,000.00
LPHS		Drama, Spring Musical Pit Director	0.03	$1,500.00
LPHS		Drama, Spring Musical Vocal Director	0.04	$2,000.00
LPHS		Flag Football, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Flag Football, Girls Varsity Head	0.16	$8,000.00
LPHS		Flag Football, Girls JV Head	0.1	$5,000.00
LPHS		Football, Boys 9 Assistant	0.1	$5,000.00
LPHS		Football, Boys 9 Assistant	0.1	$5,000.00
LPHS		Football, Boys 9 Head	0.12	$6,000.00
LPHS		Football, Boys Varsity Assistant	0.16	$8,000.00
LPHS		Football, Boys Varsity Assistant	0.16	$8,000.00
LPHS		Football, Boys Varsity Assistant	0.16	$8,000.00
LPHS		Football, Boys Varsity Assistant	0.16	$8,000.00
LPHS		Football, Boys Varsity Assistant	0.16	$8,000.00
LPHS		Football, Boys Varsity Defensive Coordinator	0.22	$11,000.00
LPHS		Football, Boys Varsity Offensive Coordinator	0.22	$11,000.00
LPHS		Football, Boys Varisty Head	0.32	$16,000.00
LPHS		Future Farmers of America Assistant	0.04	$2,000.00
LPHS		Future Farmers of America Head	0.08	$4,000.00
LPHS		Girl Reserves	0.03	$1,500.00
LPHS		Girl Reserves	0.03	$1,500.00
LPHS		Golf, Boys Varsity Assistant	0.08	$4,000.00

Exhibit B

Location	Building	Position	Percentage	
LPHS		Golf, Boys Varsity Head	0.12	$6,000.00
LPHS		Golf, Girls Varsity Assistant	0.08	$4,000.00
LPHS		Golf, Girls Varsity Head	0.12	$6,000.00
LPHS		Gymnastics, Girls Assistant	0.12	$6,000.00
LPHS		Gymnastics, Girls Head	0.15	$7,500.00
LPHS		Honor Society - ASLHS	0.01	$500.00
LPHS		Honor Society - NHS	0.02	$1,000.00
LPHS		Honor Society - NTHS	0.02	$1,000.00
LPHS		Honor Society - Tri-M	0.01	$500.00
LPHS		HOSA	0.05	$2,500.00
LPHS		Interact Club	0.04	$2,000.00
LPHS		Intramural, Fall	0.06	$3,000.00
LPHS		Intramural, Spring	0.06	$3,000.00
LPHS		Intramural, Winter	0.06	$3,000.00
LPHS		Key Club	0.02	$1,000.00
LPHS		Newspaper	0.05	$2,500.00
LPHS		Robotics 9-12	0.1	$5,000.00
LPHS		Robotics 9-12	0.1	$5,000.00
LPHS		Soccer, Boys JV Head	0.1	$5,000.00
LPHS		Soccer, Boys Varsity Assistant	0.12	$6,000.00
LPHS		Soccer, Boys Varsity Head	0.16	$8,000.00
LPHS		Soccer, Girls JV Head	0.1	$5,000.00
LPHS		Soccer, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Soccer, Girls Varsity Head	0.16	$8,000.00
LPHS		Softball, Girls JV Head	0.12	$6,000.00
LPHS		Softball, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Softball, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Softball, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Softball, Girls Varsity Head	0.24	$12,000.00
LPHS		Speech & Debate: Debate Assistant Coach	0.08	$4,000.00
LPHS		Speech & Debate: Debate Head Coach	0.105	$5,250.00
LPHS		Speech & Debate: Speech Assistant Coach	0.08	$4,000.00
LPHS		Speech & Debate: Speech Head Coach	0.105	$5,250.00
LPHS		Stage Manager	0.06	$3,000.00
LPHS		Stage Manager	0.06	$3,000.00
LPHS		Student Council 9-12	0.04	$2,000.00
LPHS		Swimming, Boys Varsity Assistant	0.12	$6,000.00
LPHS		Swimming, Boys Varsity Head	0.16	$8,000.00
LPHS		Swimming, Boys Varsity Diving	0.12	$6,000.00
LPHS		Swimming, Girls Varsity Diving	0.12	$6,000.00
LPHS		Swimming, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Swimming, Girls Varsity Head	0.16	$8,000.00
LPHS		Team Leader - Allied Arts	0.06	$3,000.00
LPHS		Team Leader - Business	0.06	$3,000.00
LPHS		Team Leader - Counseling	0.06	$3,000.00

Exhibit B

Location	Building	Position	Percentage	
LPHS		Team Leader - FACS	0.06	$3,000.00
LPHS		Team Leader - Physical Education	0.06	$3,000.00
LPHS		Team Leader - Social Studies	0.06	$3,000.00
LPHS		Team Leader - Special Ed	0.06	$3,000.00
LPHS		Team Leader - Virtual Learning	0.06	$3,000.00
LPHS		Team Leader - World Languages	0.06	$3,000.00
LPHS		Tennis, Boys Varsity Assistant	0.12	$6,000.00
LPHS		Tennis, Boys Varsity Head	0.16	$8,000.00
LPHS		Tennis, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Tennis, Girls Varsity Head	0.16	$8,000.00
LPHS		Testing Coordinator 9-12	0.025	$1,250.00
LPHS		Track, Boys Varsity Assistant	0.1	$5,000.00
LPHS		Track, Boys Varsity Assistant	0.1	$5,000.00
LPHS		Track, Boys Varsity Assistant	0.1	$5,000.00
LPHS		Track, Boys Varsity Head	0.2	$10,000.00
LPHS		Track, Girls Varsity Assistant	0.1	$5,000.00
LPHS		Track, Girls Varsity Assistant	0.1	$5,000.00
LPHS		Track, Girls Varsity Assistant	0.1	$5,000.00
LPHS		Track, Girls Varsity Head	0.2	$10,000.00
LPHS		Video Production	0.065	$3,250.00
LPHS		Volleyball, Boys 9	0.1	$5,000.00
LPHS		Volleyball, Boys JV Head	0.12	$6,000.00
LPHS		Volleyball, Boys Varsity Assistant	0.14	$7,000.00
LPHS		Volleyball, Boys Varsity Head	0.24	$12,000.00
LPHS		Volleyball, Girls 9	0.1	$5,000.00
LPHS		Volleyball, Girls JV Head	0.12	$6,000.00
LPHS		Volleyball, Girls Varsity Assistant	0.14	$7,000.00
LPHS		Volleyball, Girls Varsity Head	0.24	$12,000.00
LPHS		Wrestling, Boys Varsity Assistant	0.12	$6,000.00
LPHS		Wrestling, Boys Varsity Assistant	0.12	$6,000.00
LPHS		Wrestling, Boys Varsity Head	0.2	$10,000.00
LPHS		Wrestling, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Wrestling, Girls Varsity Assistant	0.12	$6,000.00
LPHS		Wrestling, Girls Varsity Head	0.2	$10,000.00
LPHS		Yearbook Sponsor 9-12	0.07	$3,500.00
				$0.00
Grant-Funded Stipends (Informational Only)				$0.00
Elementary	Itinerant	Elementary High Ability Coordinator	0.035	$1,750.00
Elementary	Crichfield	SEL Champion	0.01	$500.00
Elementary	Handley	SEL Champion	0.01	$500.00
Elementary	Hailmann	SEL Champion	0.01	$500.00
Elementary	Indian Trail	SEL Champion	0.01	$500.00
Elementary	Kingsbury	SEL Champion	0.01	$500.00
Elementary	Kingsford Heights	SEL Champion	0.01	$500.00
Elementary	Riley	SEL Champion	0.01	$500.00

Exhibit B

Location	Building	Position	Percentage	
Kesling Campus		Secondary High Ability Coordinator	0.035	$1,750.00
KIS		SEL Champion	0.01	$500.00
KIS		SEL Champion	0.01	$500.00
LPMS		SEL Champion	0.01	$500.00
LPMS		SEL Champion	0.01	$500.00
LPHS		SEL Champion	0.01	$500.00
LPHS		SEL Champion	0.01	$500.00
LPHS		SEL Champion	0.01	$500.00
LPHS		SEL Champion	0.01	$500.00

NOTE: Any information in the ECA schedule beyond the name of the position and salary/wage for the position was not bargained and is included for informational purposes only.