Contract Between:

Lake Ridge Board of School Trustees

and

Lake Ridge Teachers Federation Local No. 662

2026-2027

ARTICLE I

Agreement

The following Agreement was reached by and between the Board of Trustees for the Lake Ridge School Corporation hereinafter called "Board" and the Lake Ridge Teachers Federation Local No. 662, American Federation of Teachers, AFL-CIO hereinafter referred to as the "Union."

ARTICLE II

Recognition

The Board of School Trustees of the Lake Ridge School Corporation, hereinafter called "Board" hereby recognizes the Lake Ridge Teachers Federation Local 662 American Federation of Teachers, AFL-CIO, hereinafter called "Union," as the exclusive bargaining representative for all certificated professional personnel whose primary responsibility, as defined by state statute is the instruction of students. Such representation shall exclude administrative positions which require an administrative or supervisory license and whose duties are administrative and/or full-time direct supervisors of other licensed personnel including: Superintendent, Assistant Superintendent, Director of Adult and Vocational Education, Psychologists, Director of Elementary Education, Principal, Director of Title I, Athletic Director, Director of Head Start, Assistant Principals, Deans, New Tech Director, Assistant New Tech Director and Director of Secondary Student Services.

ARTICLE III

Conformity to Law - Savings Clause

If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced except to the extent permitted by law and any subsequent action shall be subject to appropriate consultation and negotiation with the Union. In the event that any provisions of this Agreement are or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.

ARTICLE IV

Paid Leaves

A. Paid Leaves of Absence:

1. Sick Leave:

a. Teachers shall receive ten (10) sick days for the first year of

employment and nine (9) days for each year thereafter. Individuals on extended contracts will receive one (1) day per year in addition to those granted above. A teacher may accumulate up to one hundred (100) unused sick leave days for purposes of severance pay provided by Article 6, subsections B and C. Teachers shall not use sick leave days in excess of the teacher's annual allotment of sick leave days unless the teacher has a "serious health condition" defined by the Family Medical Leave Act requiring cumulative sick leave of more than three (3) consecutive days or intermittent leave days. Sick leave should not be used before or after a break in the calendar except in an emergency as determined by a medical physician. A teacher must provide written documentation of a doctor or nurse practitioner visit for any sick day taken adjacent to a holiday.

b. A teacher may transfer up to three (3) days per school year of sick leave accumulated in another system in Indiana starting with the second year in Lake Ridge until days accumulated in the previous system have been incorporated into the teacher's Lake Ridge sick leave accumulation. Proof of accumulated sick leave in another system shall be furnished by the teacher prior to employment.

c. Sick leave is granted only if the teacher is not physically and/or mentally well enough to work. Absence from school by a teacher must be certified in writing to the Superintendent stating dates and cause. The administration may require a doctor's statement prior to approving sick leave for three or more consecutive days.

d. Sick leave benefits are to commence the first day of school for those teachers who are unable to report to work because of illness or injury.

e. Teachers will receive a written report with the first paycheck of the new school year indicating the number of accumulated sick leave days as of July 31 of the current year.

2. Death in Family:

a. The teacher is entitled to be absent without loss of compensation for a period extending not more than seven (7) consecutive calendar days from the date of death or the day immediately following the date of death at the teachers' option for a member of the teacher's immediate family. Immediate family includes father, mother, brother, sister, husband, wife, child, or stepchild.

b. The teacher is entitled to be absent without loss of compensation for a period extending not more than five (5) consecutive calendar days from the date of death or the day immediately following the date of death, at the teachers' option for a father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild, grandparent, or any person who at the time of the death was living as a member of the household of the teacher.

c. The teacher is entitled to be absent one (1) day without loss of compensation to attend the funeral of an uncle, aunt, first cousin, niece, nephew, brother-in-law, sister-in-law not living in the household of the teacher.

d. The Superintendent may consider special relationships not covered in this regulation but falling within its intent when bereavement days not otherwise addressed in this section are requested by a teacher.

3. Personal Leave:

Each teacher employed in the Lake Ridge Schools shall be entitled to four (4) days for the transaction of personal business and/or the conduct of personal or civic affairs during each year of such employment. A written statement shall be submitted to the Superintendent of Schools setting forth the reason and necessity for the absence. Unused personal leave days will be added to the accumulated sick leave at the end of each July not to exceed the sick leave limit of one hundred (100) days established under subsection l. a. above. Personal leave should not be used before or after a break in the calendar except in an emergency as determined by the Superintendent or designee. No more than two (2) consecutive days will be permitted unless previously approved.

4. Professional Leave

The School Board may pre-approve Professional Development leave for teachers to attend professional meetings or activities that will benefit the school district. Reimbursement of expenses and travel will follow district guidelines.

5. Service Connected Injury:

In the event of a service-connected injury, the employee shall notify his/her immediate supervisor immediately after the accident that gave rise to the injury and shall file injury report with worker's compensation insurance provider. The employee will present a copy of the worker's compensation reimbursement check(s) to the business office. Upon presentation of a copy of the worker's compensation reimbursement checks, the business office

will make arrangements to supplement any amount received from worker's compensation up to amount of the employee's net pay (take-home pay) of base salary.

6. Jury Duty and Court Appearances as Witness, Legal Summons:

A school employee called for jury duty or called to appear before any judicial or administrative tribunal, or for arbitration, bargaining, mediation or fact-fin di ng proceedings shall be paid regular salary less the amount received in payment for such service or appearance. This does not apply when the teacher is either a plaintiff or defendant unless the teacher is called for a case related to teaching responsibilities.

7. Family Illness:

A teacher shall be entitled to three (3) days per school year of family illness leave without loss of compensation. Family illness days may only be used by the teacher in the event of illness or accidental injury to a member of the teacher's immediate family or a person living in the same house as part of the family. Family illness days are not accumulative and will be deducted from the teacher's accumulated sick leave.

8. Emergency Leave Bank

All transfers and accountability of sick leave days shall be governed by procedures as prescribed by Indiana law and regulations. The Emergency Leave Bank shall be available for use for sick, family illness or accident, or bereavement leave.

Purpose

A voluntary bargaining unit member Emergency Leave Bank shall be established for the benefit of all who elect to join. The Emergency Leave Bank shall be used to provide paid leave days for members of the leave bank. The following rules shall govern the operation of the Emergency Leave Bank.

a. Participation

The Emergency Leave Bank Program is open to all bargaining unit members defined by this collective bargaining agreement and employed by Lake Ridge Schools.

i. Participation in the Emergency Leave Bank shall be voluntary. No bargaining unit member shall be required to participate in the program.

ii. A bargaining unit member may elect to join the Emergency Leave Bank by providing written authorization for the contribution of two (2) of his /her available sick leave days to the Emergency Leave Bank. This authorization is to be directed to the Business Manager with copies to the Union president.

iii. The enrollment period for accepting voluntary membership in the Emergency Leave Bank shall be the first twenty (20) days of the school year.

iv. A bargaining unit member employed by the School Corporation after the annual enrollment period has passed shall have ten (10) days from the date of signing his/her contract in which to enroll in the Emergency Leave Bank.

v. A bargaining unit member who elects to become a member of the Emergency Leave Bank remains a member for the entire school year. A member of the Emergency Leave Bank ceases to be a member upon his/her termination of employment with Lake Ridge Schools.

vi. If the Emergency Leave Bank falls below fifty (50) days in the year, each member shall be assessed one (1) additional day. A member who does not have any accumulated days shall not be dropped from membership in the Emergency Leave Bank.

vii. If on the first day of the school year there are at least fifty (50) days in the Emergency Leave Bank, there shall be no contributions to the Emergency Leave Bank except by bargaining unit members and new contracted members wishing to join the Emergency Leave Bank.

viii. Membership in the Emergency Leave Bank shall be automatically continued from one school year to the next unless the member indicates in writing his/her election to be withdrawn from the Emergency Leave Bank. Such withdrawal must so be indicated during the annual enrollment period.

ix. Once a member has dropped out of the Emergency Leave Bank Program, he/she must donate two (2) days to regain membership in the program.

b. Eligibility

i. Members must deplete his/her available accumulated Sick Leave and Personal Leave before using the Emergency Leave Bank.

ii. The Emergency Leave Bank days shall take effect immediately following the exhaustion of the available Sick and Leave and Personal Leave days providing the above conditions have been met.

iii. The number of days to be granted per member per school year shall not exceed forty-five (45) days and shall be granted at the discretion of the Emergency Leave Bank Committee.

c. Procedures

i. The participating member of the Emergency Leave Bank or a member of his/her family must make a written application to the Emergency Leave Bank Committee. In case of sickness or family illness, the application shall be accompanied by a physician's certificate stating the nature, estimated length of disability, and prognosis of the person's condition.

1) An applicant must have evidence of being a donating member of the Emergency Leave Bank prior to requesting days from the Emergency Leave Bank.

2) The Emergency Leave Bank Committee may request additional information to support the application.

3) All information concerning an application shall be held in strict confidence by the committee.

ii. Applications for use may be made by the member's personal representative in cases where the member is unable to do so.

iii. The Emergency Leave Bank Committee will act upon each application and shall inform the applicant, or a member of the family, of the decision. The Emergency Leave Bank Committee shall report a written decision to the Business Manager and Union President.

iv. The administration of the Emergency Leave Bank will be vested in

the Emergency Leave Bank Committee composed solely of teacher representatives.

d. Repayment of Loan

i. The recipient who remains in the employment of the School Corporation shall repay the Emergency Leave Bank the borrowed days at the rate of at least three (3) days per year until the loan has been repaid.

ii. A recipient who leaves employment with Lake Ridge Corporation and still owes days to the Emergency Leave Bank must transfer accumulated sick leave and personal business leave days to the Bank as payment toward the loan upon termination of employment.

iii. Any days not recovered by the Emergency Leave Bank in items i or ii above shall be absorbed by the Bank upon termination of the individual's employment.

ARTICLE V

Compensation

A. The payment of all coaching and extracurricular positions shall be calculated based on the ECA salary schedule.

B. In the event that not enough participants have come out for the school sponsored extracurricular activity to form the activity, the employee's/coach's salary will be deducted or held back on a pro-rated basis from the comprehensive salary for that coach in an amount determined by the Athletic Director or appropriate administrator.

C. Certified staff will be compensated at the rate of $40.00 per hour for homebound instruction provided outside the established teacher day. The administration will set the number of hours of instruction that will be established for each homebound student.

D. Certified staff will be compensated at the rate of $40.00 per hour for summer school instruction provided outside the established teacher regular school year. The administration will set the number of hours of instruction that will be established for each summer school student.

E. Teacher with the school corporation shall be paid in twenty-six (26) consecutive

bi-weekly payments. The only exception that will be considered to this provision is for teachers who are subject to a reduction-in- force and who file a specific request for early payoff.

ARTICLE VI

Severance and Retirement Bridge Benefits

A. Retirement

1. Advance notice by the first five (5) eligible teachers (based on a first come first served basis) to provide notice of the teacher's voluntary resignation from his/her teaching Agreement with the school corporation is required for the payment of severance or retirement benefits set forth in this Section during the calendar year in which the resignation becomes effective. The notice must be submitted by April 1 of the school year preceding the school year in which the resignation becomes effective (the current school year must be completed), unless the Board waives the advance notice requirement for good cause. Failure to provide timely notice may result in payments being deferred for up to one calendar year.

2. Any teacher retiring after January 1, 2014 will no longer be eligible to participate as a participant in Board's paid life insurance or dental insurance plans paid by the Board after the teacher's last regular payroll check.

3. Contributions to Teacher Retirement Fund, Teachers shall pay the employee's mandatory 3% contribution amount into the Indiana Teacher Retirement Fund.

B. Severance and Retirement Benefits for Teachers Hired Before June 30, 1995

1. Early Retirement

A teacher who has twenty (20) years teaching experience in the Lake Ridge School System and who is fifty-five (55) years of age or older may elect to take early retirement at the conclusion of the school year for which that teacher was last contracted to teach.

2. Severance Pay

a. The following rate schedule shall be used for determining a teacher's severance in addition to credit given for accumulated sick leave pay.

Schedule: 1 point =1 day's pay at the teacher's daily rate at the time of severance for each year of Lake Ridge Service.

Level 1: 20 years actual service = 2.5 points per year

Level 2: 21-25 years actual service = 3.0 points per

year

Level 3: 26 or more years actual service = 3.5 points per year

b. The benefits paid under this schedule shall not exceed $25,000.

3. Accumulated Sick Leave

a. Accumulated sick leave will be paid upon leaving the school system by the following formula for each day of unused sick leave.

Level 1: 1-10 years in system-$22.75 per

day Level 2: 11-20 years in system- $29.25

per day

Level 3: 21 years or more in system - $39.00 per day

b. To qualify a teacher must have accumulated at least five (5) days of unused sick leave.

c. Accumulated sick leave for teachers will be capped at 100 days.

4. Distribution of Benefits Upon Retirement/Severance

a. All severance and sick leave benefits shall be contributed to a post-employment Section 403(b) Plan.

b. The benefits provided for under paragraphs 2 and 3 of this Section shall be paid to the beneficiary named with INPRS in the event the teacher dies while under contract with the Lake Ridge School System.

5. VEBA Incentive Contribution Program

a. The School Corporation will contribute $10,000 per year toward health insurance premiums for each qualified retired teacher enrolled in the School Corporation's health insurance plan at the time of retirement. These payments will be made for each calendar

year until the retiree qualifies for Medicare or has received seven (7) payments, whichever comes first.

b. A qualified retired teacher is:

1. An employed full-time certified staff who has participated and qualified for health insurance reimbursement of premium throughout the 2026-2027 school year and who is currently eligible to participate in the School Board's health insurance plan, and who is one of the first five (5) qualified staff to retire from service with the Lake Ridge Schools on or before April 1, 2027, and hired by the Board prior to June 30, 1995 are considered eligible teachers under this VEBA Incentive Contribution Program.

c. Participation Requirements

1. In order for an eligible teacher to participate in this program, the teacher is required to be currently receiving insurance premium contribution benefits under the collective bargaining agreement, must be enrolled in the School Corporation's health insurance plan and has not reached the Medicare eligibility age.

2. In order to receive this VEBA Incentive Contribution, an eligible teacher must do the following requirements:

i. Required Submissions: The employee must submit an irrevocable letter of intent to retire effective on or before the end of the 2026-2027 school year to be approved at the first school board meeting after ~~or~~ April 1, 2027, for retirements effective at the end of the 2026-2027 school year.

ii. Requisite Timelines: All submissions under Sec. 5(c)(ii) (1) are required to have been personally received in the Superintendent's office no later than 4:00 p.m. on April 1, 2027, for retirements effective at the end of the 2026-2027 school year.

d. Program Benefits. An eligible teacher will receive a $10,000 contribution to his/her VEBA account for each calendar year for no more than seven (7) years or

proportional percentage of such year until such teacher reaches the Medicare eligibility age, provided, however, that in any calendar year the contribution of contractual retiree health premium payment and VEBA contribution for eligible retirees may not exceed $10,000 on behalf of any retiree.

C. Benefit Plan for Employees Hired After June 30, 1995

1. Accumulated Sick Leave

a. Accumulated sick leave will be paid upon leaving the school system by the following formula for each day of unused sick leave.

Level 1: 10 years in system - $22.75 per day Level

2: 11-20 years in system- $29.25 per day

Level 3: 21 years or more in system -$39.00 per day

b. To qualify a teacher must have accumulated at least five (5) days of unused sick leave.

c. Accumulated sick leave for teachers will be capped at 100 days.

2. Distribution of Benefits Upon Retirement/Severance

a. All severance and sick leave benefits shall be contributed to a post-employment 403(b) Plan,

b. The benefits provided for under paragraph 1 of this Section shall be paid to the beneficiary named with IN PRS in the event the teacher dies while under contract with the Lake Ridge School System.

3. Severance Benefit

a. The Board will contribute annually an amount equal to 1% (one percent) of the teacher's base salary, exclusive of any amounts received as compensation for extracurricular or coaching duties, for each teacher hired after June 30, 1995, to a Severance Benefit for these employees. These funds shall be held in a separate account or accounts in a manner to be determined jointly by the Board and the Union

b. For those employees with five (5) or less years of service with the School Corporation, quarterly contributions shall be made to the

Severance Benefit at the end of the school year for each employee who has completed a full year of service to the Corporation.

c. After five (5) years of service to the School Corporation, a teacher must contribute to the program in order to receive the employer match (currently must be equal to 1% of base salary). A teacher may elect to contribute more than the Employer contribution during any calendar year.

4. Continued Participation in Group Life and Health

a. A retired teacher who has fifteen (15) years teaching experience in the Lake Ridge School System and who is fifty-five (55) years of age or older may elect to participate in the available group health insurance plan, as established under Article VIII, until such teacher is eligible to apply for health coverage under Part A of the Medicare Act. The retired teacher shall provide for one hundred percent (100%) of the cost of the health insurance plan. The retiree must have been enrolled in the respective group health insurance plan for at least one (1) year immediately prior to retirement, except for change in status due to marriage, divorce, death of spouse, or involuntary retirement of spouse.

ARTICLE VII

Workshop Reimbursement

Teachers will be compensated at the rate of $25 an hour for attendance at required district workshops held beyond the calendar school days established for the school year. Any professional development held beyond the calendar school year must be pre-approved through supplemental contracts.

ARTICLE VIII

Insurance

A. The Parties have agreed to the State of Indiana's health insurance plan. The Board's annual contributions for the 2026-2027 school year are as follows:

Plan	Board Annual Contribution
Plan 1 (Anthem CDHP 1)	
- Single	$8,262.80
- Family	$25,582.44
Plan 2 (Anthem CDHP 2)	
- Single	$8,963.76
- Family	$26,256.36
Plan 3 (Anthem Traditional PPO	
- Single	$9,751.56
- Family	$27,831.96

B. The Board shall provide term life insurance for each member of the Bargaining Unit in the amount of $50,000.

C. Teachers are entitled to participate in a health insurance coverage plan that is approved by the Board. Health benefits provided by the Board shall remain in effect for the term of this Agreement. Any changes in health benefits or coverages are reviewed by the Insurance Committee and recommended to the Board of Trustees for approval.

D. The Board shall provide dental coverage for each member in the following amounts: single plan - $346.80 per year or family plan - $883.54 per year. Any increases occurring after May 1, 2014 will be assumed by the teachers.

E. The Board shall provide single plan vision coverage for each member at the amount approved by the Board effective January 1,2016.

Long term disability insurance will be offered to all full-time members of the bargaining unit at the School Corporation's expense.

ARTICLE IX

Salary and Grant Stipend Compensation

A. Initial Placement

Teachers newly hired for the 2026-2027 school year shall be offered a competitive salary within the bargained salary range as determined by the Superintendent commensurate with the needs of the school corporation and the qualifications of the candidates.The Superintendent,

after providing notification to the Union President, has the authority to offer a potential new hire a beginning salary of at least $55,000 if the potential hire is licensed in an area identified by the Board as a high need or as a specialty area. Examples of high need and specialty areas include, but are not limited to, subject areas of Core 40, Career Technical Education (CTE), STEAM (Science, Technology, Engineering, Arts, Mathematics) / Career Pathways, and ISTEP courses.

B. Funds Available for Base Salary Increases

1. 2026-2027: For the 2026-2027 school year, the negotiated amount available to fund base salary increases for teachers is $75,000. The total negotiated amount for increases to base salaries for the 2026-2027 school year will be divided by all points earned by all eligible teachers using the factors below to determine a dollar value per point.

C. General Eligibility

1. To be eligible for a base salary increase, the teacher must have been in paid status as defined by the Indiana Public Retirement System by the Board for at least 120 days during the previous school year and must continue to be employed by the Board on September 1 of the current school year.

D. Factors and Definitions

1. Evaluation rating - A teacher who completes an evaluation and does not receive a rating of ineffective.

2. Academic Need

a. A teacher who teaches in one of the following subjects: (a) subjects tested by state mandated tests; (b) dual credit courses; (c) Advanced Placement (AP) courses; (d) Vocational business /technology) courses; (e) Secondary STEM courses (Science, Technology, Education and Math); (g) Fine arts for Career Pathways; (g) Foreign Language; (h) Career Technical Education; or (i) Physical Education and Health.

E. Weights to beAssigned to Factors and Distribution Description

1. Evaluation 90 points

2. Academic Need 10 points

- The available funds will be divided by the sum of points earned by all eligible teachers to determine the dollar value per point.
- Salary increase amounts are determined by multiplying each teacher's points by the dollar value per point.
- The maximum number of points a teacher can earn = 100 points.
- The Evaluation factor accounts for 90% of the available base increase and the Academic Needs factor accounts for 10% of the available base increase.

F. Time of Payment

The Board will pay the base salary increases and stipends described herein not later than 60 days after all State data that is part of the Lake Ridge evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed. Base salary increases will be applied retroactively to the start of the 2026-2027 school year.

G. Salary Range

The salary range before base salary increases are granted is $45,000-$86,000. not including TRF contributions.

The salary range after base salary increases are granted is $45,000 to $86,000 not including TRF contributions.

H. Literacy Endorsement

The base salary of each teacher who obtains an Early Literacy Endorsement on their license will be adjusted, as needed, to reflect a one-time $375 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement). Teachers must show evidence of the literacy endorsement on their license by September 1 of each respective school year.

I. Grant Stipends

If grant funding becomes available to pay teachers stipends, then the Administration may pay stipends as are permitted by the terms of the grant. In addition, any non-classroom bargaining unit member evaluated effective (or above) and meeting all other criteria established under this Agreement and the Teacher Appreciation Grant policy will receive equal amount of stipend from other funding sources.

ARTICLE X

Grievance Procedure

A. Definition of a Grievance

A grievance shall be defined as alleged violation or misapplication of the terms of this Agreement. A business day shall be defined as any day that the administration building 1s open.

B. Procedure

Teachers are encouraged to attempt informal means to resolve concerns at the earliest opportunity directly with their supervisors. When such informal means are not deemed effective, then grievance procedures can beused.

1. Level One

   a. A bargaining unit member or the union may present a written grievance on the proper grievance form to his/her principal within fifteen (15) business days when the teacher knew, or should have known, of an act or occurrence that forms the basis of the grievance. The teacher and principal shall meet to discuss the problem in an effort to resolve the matter within fifteen (15) business days. The teacher may request to have a Union representative present if the teacher desires; however, the teacher must provide advance notice to the principal that the Union representative will be attending the meeting. The principal may request others who may assist to resolve the grievance to be present at the meeting with the teacher.

   b. The grievant and the Superintendent may agree in writing to waive the procedure provided in Level One.

2. Level Two

   a. If the grievant or the Union is not satisfied with the principal's response in Level One, the grievant may, within ten (10) business days from principal's response and/or the meeting with the principal, submit an appeal of the grievance in writing to the Superintendent.

   b. With the grievant appeal to the Superintendent, the grievant appeal shall include a copy of all materials and evidence previously submitted.

   c. The Superintendent or Superintendent designee shall meet with the grievant within ten (10) business days of the date of filing at the Superintendent's Level. The Superintendent or

Superintendent designee will inform the grievant of his/her response to the grievance with that meeting. Alternatively, the Superintendent or designee may schedule a follow up meeting within (10) business to inform the grievant of his/her response to the grievance.

d. The Superintendent may provide a written response to the grievant within ten (10) business days of the meeting provided for in subparagraph B.2.c. above.

3. Level Three

a. If the grievant or the union is not satisfied with the superintendent's response in Level Two, the grievant may, within ten (10) business days from superintendent's response, submit an appeal of the grievance in writing to the Board of Education.

b. With the grievant appeal to the Board of Education, the grievant appeal shall include a copy of all materials and evidence previously submitted. The Board of Education may not consider any material, allegation, or remedy that was not presented in Step Two.

c. The Board of Education shall meet with the grievant on a mutually agreeable date not to exceed thirty (30) business days of the date of filing the appeal with the Board of Education. The Board of Education or Board of Education's designee will inform the grievant of the Board's response to the grievance within thirty (30) business days of that meeting. Alternatively, the Board of Education or designee may schedule a follow up meeting within thirty (30) business days to inform the grievant of the Board's response to the grievance.

d. The Board of Education may provide a written response to the grievant within thirty (30) business days of the meeting provided for in subparagraph B.2.c. above.

e. If the grievance is not satisfactorily resolved in Step Three, the School Corporation may, within ninety (90) calendar days of the receipt of the Board of Education's response, appeal to a court of competent jurisdiction. Failure by the School Corporation to file such an appeal within ninety (90) calendar days shall result in waiver of the grievance and any appeal thereof.

ARTICLE XI

Terms of Agreement

A. The Union and the School Board, through its Superintendent, shall have the right through mutual agreement to waive any provision of this Agreement. Such waiver shall not be construed to establish any precedent and may be revoked at any time by either party, except where a specific duration is provided within the waiver.

B. This Agreement shall be effective upon execution and shall continue in full force and effect July 1, 2026, through June 30, 2027.

C. This Agreement contains all the agreements of the parties and supersedes and cancels all previously written agreements. Amendments of this Agreement shall not be effective unless made in writing and signed by the parties.

D. 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, and electronic participation from the parties and/or public was permitted; and

2. A public meeting in compliance with I.C. 20-29-6-19 was held on October 26, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.

3. A public meeting in compliance with I.C. 20-29-6-1(b) was held on the date below by the Board for ratification of the tentative agreement. Electronic participation was available.

E. All of which is agreed to this November 9, 2026.

Signatures on Next Page.

Lake Ridge School Board

President of the ~~Board~~ AFT Local 662

Secretary of the Board

Superintendent

Lake Ridge Teachers Federation
Local No. 662, American Federation of Teachers

VICE President of The Board

Secretary of AFT Local 662

APPENDIXA

Coaching Salary Schedule

The number of ECA positions is included for informational purposes only and was not bargained by the parties.

Position			~~2025-2026~~ 2026-2027 Salary
Assistant to the Athletic Director			$9,500.00
Varsity Baseball			$6,581.00
JV Baseball			$2,925.00
Asst. Varsity Baseball			$2,194.00
Varsity Boys Basketball			$9,505.00
JV Boys Basketball			$6,581.00
Asst. Varsity Boys Basketball			$5,484.00
Freshman Boys Basketball			$5,118.00
8th Grade Boys Basketball			$3,290.00
7th Grade Boys Basketball			$2,925.00
6th Grade Boys Basketball			$1,462.00
Varsity Girls Basketball			$9,505.00
JV Girls Basketball			$6,581.00
Asst. Varsity Girls Basketball			$5,484.00
Freshman Girls Basketball			$5,118.00
8th Grade Girls Basketball			$3,290.00
7th Grade Girls Basketball			$2,925.00
6th Grade Girls Basketball			$1,462.00
Varsity Bowling			$1,462.00
Asst. Varsity Bowling			$731.00
Middle School Sports Director			$3,925.00
Cross Country (Boys & Girls) High School			$3,656.00
Cross Country (Boys & Girls) Middle School			$1,462.00
Varsity Football			$10,505
Asst. Varsity Football			$6,215.00
JV Football			$3,925
JV Football			$2,925.00
Freshman Football			$2,559.00
Freshman Football			$2,559.00
8th Grade Football			$3,290.00
Asst. 8th Grade Football			$2,925.00
Varsity Boys Golf			$3,290.00

Position			~~2025-2026~~ 2026-2027 Salary	
Varsity Girls Golf			$3,290.00	
Varsity Softball			$6,581.00	
JV Softball			$2,925.00	
Asst. Varsity Softball			$2,194.00	
Varsity Swimming			$5,850.00	
Asst. Varsity Swimming			$2,925.00	
Varsity Boys Tennis			$4,387.00	
Varsity Girls Tennis			$4,387.00	
Varsity Track			$5,850.00	
Asst. Varsity Track			$3,656.00	
Asst. Varsity Track			$3,656.00	
Middle School Boys Track			$2,194.00	
Middle School Girls Track			$2,194.00	
Varsity Volleyball			$5,118.00	
JV Volleyball			$3,290.00	
Freshman Volleyball			$2,194.00	
8th Grade Volleyball			$1,828.00	
7th Grade Volleyball			$1,828.00	
6th Grade Volleyball			$1,097.00	
Varsity Wrestling			$6,581.00	
Asst. Varsity Wrestling			$3,656.00	
Asst. Varsity Wrestling			$3,656.00	
Middle School Wrestling			$2,559.00	
Asst. Middle School Wrestling			$2,194.00	
Varsity Cheerleading			$4,388 .00	
Middle School Cheerleading			$1,462.00	
Warriorette Sponsor			$2,194 .00	
High School Band Director			$6,253 .00	
Middle School Band Director			$2,962 .00	
Summer Band Camp			$1,000	
Senior Class Sponsor			$1,600.00	
Junior Class Sponsor			$1,600.00	
Sophomore Class Sponsor			$1,000.00	
Freshman Class Sponsor			$1,000.00	
Debate (2)			$2,000.00	
High School Department Chair (6)			$1,828.00	
Middle School Team Leader (8)			$1,828.00	
Elementary School Team Leader (5)			$1,828.00	
Dramatics-High School			$3,000 .00	
Dramatics-Middle School			$3,000	

Position			~~2025-2026~~ 2026-2027 Salary	
Honor Society-High School			$1,500 .00	
Honor Society-Middle School			$731.00	
Newspaper-High School			$1,462.00	
Student Council-High School			$2,194.00	
Student Council-Middle School			$1,000.00	
Yearbook-High School			$2,828.00	
Yearbook-Middle School			$1,962.00	
Literary Club			$731.00	
Library Media Sponsor			$4,240.00	
Student Supervisor/Bus Duty (10)			$877.00	
Elementary Volleyball			$731.00	
Elementary Basketball			$731.00	
Elementary Student Council			$731.00	
Elementary Wrestling			$731.00	
Elementary Cheerleading			$731.00	
Elementary Newspaper			$731.00	
Elementary MATH Bowl			$731.00	
Elementary Spell Bowl			$731.00	
Elementary Geography Bowl			$731.00	

Counselor Extended Days (Additional days beyond the established school years for certified staff) Per Diem Rate.