

2017-2018

AND

2018-2019

MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

LEBANON COMMUNITY SCHOOL CORPORATION

AND

THE LEBANON CLASSROOM TEACHERS ASSOCIATION

THIS CONTRACT ENTERED NOVEMBER 13, 2017 COVERING THE CONTRACT PERIOD OF JULY 1, 2017 AND ENDING JUNE 30, 2019 . BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE LEBANON COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "SCHOOL EMPLOYER", AND THE CLASSROOM TEACHERS ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

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ARTICLE I
RECOGNITION

The School Employer recognizes the Lebanon Classroom Teachers Association as the exclusive representative of certificated school employees in the following bargaining unit:

All certificated school employees, as defined in SEA 1, in Lebanon Community School Corporation, excluding:

A. All supervisors, including but not limited to superintendents, assistant superintendents, principals, assistant principals, attendance officers, assistants to the principal, high school athletic directors, and certificated employees accepting an appointment by the School Employer to an "acting" capacity in any of the supervisor positions enumerated herein;

B. All employees who are not full-time;

C. All confidential employees;

D. All employees performing security work;

E. All non-certificated employees;

F. All persons whose positions with the school corporation require they hold a license or permit from the State Board of Education or a commission thereof, but who are not employed by the School Employer under teachers' contracts.

ARTICLE II
DEFINITIONS

As used in this Contract:

- A. "School Employer" means the Board of School Trustees of the Lebanon Community School Corporation and any person(s) authorized to act for said body in dealing with its employees.
- B. "School Corporation" means the Lebanon Community School Corporation of the County of Boone of the State of Indiana.
- C. "Certificated school employees" and "teacher(s)" mean the certificated personnel employed by the School Employer in the bargaining unit as defined in Article I of this Contract.
- D. "Association" means the school employee organization, which has been certified or recognized as the exclusive representative of said certificated school employees, or the person or persons duly authorized to act on behalf of such representative.
- E. The masculine gender shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.
- F. "Superintendent" means the chief administrative officer of the school corporation, or any person(s) designated by him to act in his behalf in dealing with school employees.
- G. The LCSC will abide by the directives, policies, and guidelines set forth by the Indiana State Teacher Retirement Handbook and Indiana Code IC 21-6.1-4-2, which covers creditable service.

ARTICLE III
WAGE RELATED FRINGE BENEFITS

A. Conversion of Accumulated Leave Days – VEBA

1. Each year, the School employer shall convert any unused accumulated leave days as of June 30 of that year over ninety (90) days. The conversion shall be at \$50.00 per day. Said contributions shall be deposited in the school employee's account by August 1 of the year in which the credit had been earned.

Upon retirement, all days will be purchased back at the rate \$50 per day. Teacher must be full TRF eligible.

- age 55 plus 30 years of TRF service,
- age 60 plus 15 years of TRF service, or
- age 65 plus 10 years of TRF service

2. The twelfth unused leave day "sold" to the corporation at the end of the school year shall be "purchased" for one hundred fifty dollars (\$150). The eleventh unused leave day "sold" to the corporation at the end of the school year shall be "purchased" for one hundred dollars (\$100). All days purchased under this section shall be days earned from the Lebanon Community School Corporation and not days transferred from another employer.

3. If an employee donates a day to the sick leave bank, the buyback of days will be accordingly: The eleventh unused leave day "sold" to the corporation at the end of the school year shall be "purchased" for one hundred fifty dollars (\$150). The tenth unused leave day "sold" to the corporation at the end of the school year shall be "purchased" for one hundred dollars (\$100).

4. All converted amounts shall be deposited into a VEBA plan account for each eligible teacher by August 1st of each year in which the credit has been earned.

5. The VEBA account will fully vest when employment is severed from Lebanon Community School Corporation.

B. VEBA

This section guarantees to teacher employed or on an approved leave of absence in the 2002-2003 school year who will be eligible for TRF retirement benefits on or before June 30, 2013. This section also applies to current retirees.

2. The School Corporation agrees to establish a VEBA (Voluntary employee's benefit account) trust account.

3. The School Corporation agrees to deposit into that VEBA trust account \$5,250, annually on July 1 until the retiree is age 65 (the age of Medicare). The deposit for the last year will be prorated up to the time of the employee is 65.

4 One an eligible teacher retires after meeting all the following requirements, they will be entitled to utilize up to \$5,250.00 in medical expenses per calendar year until Medicare eligible:

- a. Completion of eight (8) years of service in the Lebanon Community School Corporation or its components prior to consolidation.
- b. Age 55.
- c. The earlier of
 - (1) age 55 plus 30 years of TRF service,
 - (2) age 60 plus 15 years of TRF service, or
 - (3) age 65 plus 10 years of TRF service.
- d. These amounts will be paid from the VEBA for medical expense reimbursement or to reimburse the School Employer for such expenses.
- e. The teacher shall be entitled to continue in the School Employer's group health plan at their level of coverage at the time of retirement unless there is a "change in condition." This entitlement ends when the teacher reaches the age of 65. If the teacher was continuing family coverage in retirement, then dies post retirement with such coverage, the spouse may elect to continue the spouse's coverage until the spouse is eligible for Medicare. In all cases, the retired teacher or the spouse must pay the full cost of the coverage.

C. Indiana State Teachers Retirement Fund

The Board shall pay the teachers' three percent (3%) contribution to the Indiana State Teachers' Retirement Fund. The individual teacher's contract shall be written for the amount of compensation payable, less the said the three percent (3%).

D. Medical Insurance

The amount specified below, limited however to the cost of the applicable premium, will be paid by the School Employer toward the cost of hospital, surgical, and medical care type insurance including major medical, for each full-time teacher employed under regular contract and enrolled in the school corporation's group medical plan, with the teacher paying not less than one dollar (\$1.00) per year.

Employees electing the HDHP (High Deductible Health Plan) plan will have \$100/month contribution made to a HSA (Health Savings Account). This contribution will begin January 2013.

Contributions effective July 2013

Employee	\$ 7,750
Employee/Child(ren)	\$11,000
Employee/Spouse	\$11,250
Family	\$13,750
Family (2)	\$18,750

E. Term Life Insurance

The amount specified below, limited however to the cost of the applicable premium, will be paid by the School Employer toward the cost of term life insurance in the amount of \$50,000.00 coverage per full-time teacher employed under regular contract and enrolled in the school corporation's group term insurance plan. The school corporation shall pay all but one dollar (\$1.00) per year of the term life premium.

If allowed and approved by the insurance carrier(s), a teacher shall be allowed to purchase additional group term life insurance coverage at the sole expense of such teacher.

F. Long Term Disability Insurance

The School Employer shall provide a Long Term Disability plan for each employee and shall allow payroll deductions for the premium. The employee shall be responsible for the full amount of the premium, which shall be deducted equally from each pay.

G. Insurance - Leave of Absence or Retirement

If allowed by the insurance carrier, a teacher on leave of absence may choose to continue in the school corporation's group insurance program(s) provided the teacher remits the full, total premium to the school corporation business office prior to the due date each month. However, a teacher who retires may only be eligible for the medical, dental, vision and life insurance.

H. LCSC will pay for the cost of employee background checks per new statute. (IC 20-26-5-10)

I. Paid Leave

1. Each full-time teacher employed under regular contract shall be entitled annually, to a total of seven (7) sick leave days for personal illness or for medical purposes. Each full-time teacher employed under regular contract shall be entitled to five (5) days of here forth identified as "personal" for the transaction of personal business and/or the conduct of personal or civic affairs. At the end of the contract year, any unused personal days or sick leave days will revert to sick leave days that can be used for personal illness or used for medical purposes. Accumulated leave may not exceed 72 days total for any individual employee. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportionate number of days of paid leave days, and unused days will be accumulative as specified herein. Paid leave may be taken in one-half (1/2) day units. The teacher will have the option to roll over up to two (2) unused personal days as of August 1st annually into the next contract. Personal Days available in any contract year shall not exceed seven (7) days. It is the responsibility of the teacher to notify the Assistant Superintendent/Business Manager, in writing, if they wish to exercise this option on or prior to June 15th of any calendar year.

2. All certified employees who as of 1 August 2012 have accrued a miscellaneous leave bank of up to 72 days, shall continue to have access to the use of those days as defined as miscellaneous leave. Staff members may use miscellaneous days from this their accrued bank under the following conditions.

- a. The employee must use all leave days identified as "Personal" before utilizing days from the miscellaneous bank.
- b. The employee must submit in writing a statement to the Superintendent of Schools they are using days from the miscellaneous leave bank.
- c. No employee may use more than five (5) days consecutively from the miscellaneous leave bank. Exceptions to this stipulation may be requested in writing to the Superintendent of Schools. Approval must be obtained before the use of any miscellaneous leave in excess of five (5) consecutive days.

I. Death in Immediate Family

In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than five (5) consecutive school days beyond such death, for the purpose of attending the last rites and attending to other personal matters of the immediate family member, provided, however, that said rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves, or leaves for personal business. (School holidays falling in this period shall be counted as school days.) Immediate family is interpreted as including only father, mother, legal guardian, brother, sister, husband, wife, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepfather, stepmother, step-brother, step-sister and step-child, grandparent and grandchild Any other relative who at the time of death was living as a member of the teacher's household will be considered as a member of the immediate family.

J. Death in Family

In case of the death of an uncle, aunt, first cousin, niece, nephew, brother-in-law, or sister-in-law not living in the household of the teacher, the teacher is entitled to be absent one (1) day without loss of compensation, provided, however, said teacher does attend in person the last burial rites of the stated family member not living in the household of said teacher; that said burial rites occur while said teacher is performing duties as assigned by the School Employer under a valid teacher's contract; and that said burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves, or leaves for personal business.

One additional bereavement leave day will be added for travel to a funeral of non-immediate family members further than 250 miles from Lebanon will be granted.

K. Half Day Compensatory Leave

All teachers will be authorized a half day of compensatory leave for working during parent teacher conferences. The teachers shall be entitled to take compensatory leave time earned pursuant to this paragraph on the last teacher workday of the school year. Teachers are to complete all end-of-year procedures (check-off list) within 5 week days (excluding Saturday or Sunday) or a half day of personal leave will be charged to any teacher who does not do so.

L. Study Leave

The School Employer shall grant a one (1) year leave of absence without pay upon application of a teacher for the purpose of full-time advanced study for a master's or higher degree.

To qualify for this leave the following requirements must be met:

1. The teacher must have completed five (5) years of service in this school corporation prior to taking the leave:
2. Application for leave shall be made to the Office of the Superintendent not earlier than May 1, nor later than May 15, in the year prior to taking the leave:
3. Such leave for a given teacher shall be granted only one (1) time for a one (1) year period.

M. Jury Duty

A teacher called for grand or petit jury duty shall be paid full regular salary during the required period of absence from assigned duties by the School Employer, provided the total amount of per diem allowance earned by such teacher is remitted to the school corporation business office.

N. Association Business

The Association President shall have six (6) days of paid leave each year, non- accumulative, to be used by the Association or his\her designee to conduct Association business. Except in case of emergency, the Association shall notify the Corporation and the building principal affected at least twenty-four (24) hours before the leave is to be used.

O. Temporary Disability Leave/Maternity Leave

A temporary disability leave of absence shall be granted to teachers of this school corporation on the following bases:

1. Application of Provisions

- a. This provision shall apply to leave in all cases where a teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, illness, or injury.
- b. In case of a temporary disability caused by pregnancy, said teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided said teacher submits with the timely notice, as provided herein, a physician's statement certifying her pregnancy, or a copy of the birth certificate of the newborn, whichever is applicable. If said teacher elects to utilize her personal illness leave under the provisions of Paragraph 3 (b) herein, and said personal illness leave is exhausted during her temporary disability caused by pregnancy, said teacher may be absent without pay, subject to all other provisions contained herein.

2. Notification after determination that such leave is imminent, the teacher shall give timely notice to the office of the Superintendent, in writing, of the anticipated date she wishes to commence said leave

of absence and anticipated date of return.

3. General Provisions Covering Said Leaves are as follows:

- a. If said teacher desires to continue his duty assignments prior to the commencement of said leave, such notice must include a written statement from his physician, attesting to the teacher's ability to continue performing the full schedule of the duties and responsibilities of his position and assignments. The teacher will be permitted to continue on full active duty until such date, provided he does perform the full duties and responsibilities of his position and assignments and provides, from time to time, upon request of the Board, additional certification from his physician of his ability to continue performing the schedule of the duties and responsibilities of his position and assignments;
- b. Said teacher may elect to utilize his accumulated sick leave during his period of temporary physical disability, provided a physician's statement and certification of physical disability is submitted to the office of the Superintendent for any said temporary disability absence of more than ten (10) consecutive days. While on said leave, sick days will be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term, for which a physician certifies said teacher to be physically disabled, limited to the extent of the number of sick days accumulated by the teacher at the time said leave commences;
- c. In all cases, the School Employer reserves the right to require an examination by a School Employer-appointed physician(s) to determine the teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities of his position and assignments, and/or (2) to return to employment and resume the full performance of the duties and responsibilities to which he may be assigned. The cost of such examination shall be borne by the School Employer;
- d. If said leave extends beyond the first day of May of any year, the granting of said leave by the Board shall not prevent the Board from serving notice to said teacher on or before May 1st that said teacher's contract will not be renewed, nor will the granting of said leave prevent the Board from invoking, initiating, and utilizing the procedures established by law for the cancellation of any indefinite contract with a permanent teacher;
- e. Except for a temporary disability caused by pregnancy as is provided in Paragraph 1(b) herein, no leave under this provision shall be granted for a period exceeding one (1) year.

P. Unpaid Leave

A leave of absence, without pay or benefits, may be granted to a teacher for a period of up to one (1) year.

Such leave may be renewed, at the option of the School Employer, for a period of up to one (1) year. The teacher may return to full-time employment during the period for which said leave was granted provided said teacher (1) notifies the Office of the Superintendent, in writing, at least sixty (60) days prior to the date he wishes to return, (2) furnishes a written statement from his physician attesting to his ability to resume the full performance of the duties and responsibilities to which he may be assigned,

and (3) there is a classroom teaching position open on the staff for which he is qualified. In the event the teacher gives notice of his intention to return and furnishes the physician's statement as provided herein and no position is open, the teacher will be offered a position for which he is qualified no later than the beginning of the next school year.

If the teacher (1) fails to notify the Office of the Superintendent at least sixty (60) days prior to the expiration of such leave that he intends to return to employment, or (2) provides notice and fails to return to employment the first assigned duty day of the next ensuing school year from the date of termination of leave, or (3) fails to accept an offered position for which he is qualified, he shall be deemed to have resigned and the obligation of the school corporation to provide a position to him will cease.

Upon return to employment by the teacher, the School Employer shall solely determine his subsequent teaching position and duty assignment(s). The School Employer is under no obligation to assign the teacher after his return from said leave to the same school, teaching position, or other assignment(s) he occupied or performed prior to taking said leave of absence.

If said leave extends beyond the first day of May of any year, the granting of said leave by the School Employer shall not prevent the School Employer from serving notice to said teacher on or before May 1st that said teacher's contract will not be renewed, nor will the granting of said leave prevent the School Employer from invoking, initiating, and utilizing the procedures established by law for the cancellation of any indefinite contract with a permanent teacher.

Q. Catastrophic Illness and Injury Leave Bank (Voluntary Participation)

A voluntary Catastrophic Illness and Injury Leave Bank (CIIB) shall be established whereby a certificated school employee, as defined herein in Article I, plus administrators, who is absent from assigned duties due to catastrophic illness and who has utilized all paid leave benefits of whatever nature may petition a committee, as established herein, for catastrophic leave days from the CIIB under the following conditions:

1. The number of accumulated days in the bank shall not exceed three hundred (300) days. However, a teacher newly choosing to become a participant in the bank will contribute one (1) sick leave day, even though such contribution by a new participating teacher would cause an accumulation of days in excess of the maximum specified herein;
2. A teacher who is newly hired in this School Corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15th of any school year, whichever is later, during which time such teacher may choose to participate in the bank by contributing one (1) sick leave day.
3. There shall be a one time open enrollment period to be held between the first contract day of 2018-19 school year and September 15 of that school year in which teachers may choose to participate by contributing one (1) sick leave day. Teachers not currently a member of the Catastrophic Illness and Injury Leave Bank will have this one time opportunity to join the Catastrophic Illness and Injury Leave Bank.

4. Said teacher may be granted days from the bank under the following conditions:

- a. The teacher must have chosen to become a current member of and participate in such bank by contributing one (1) sick leave day to the CIIB. However, in the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number then a contribution of one (1) sick leave day by all teachers who are current members of the CIIB would cause the maximum number of days specified hereinabove in Paragraph One (1) to be exceeded, the current year's contribution by all such current members shall be suspended, except in case the CIIB is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion.
- b. The teacher must have utilized and exhausted all paid leave benefits of whatever nature, including said teacher's own accumulated sick leave and personal leave.
- c. Written certification will be provided from said teacher's physician substantiating the catastrophic illness and certifying the absence will continue during a period of at least ten (10) consecutive days following the utilization and exhaustion of all said paid leave benefits as provided herein.
- d. Written application must be made no later than ten (10) days after exhaustion of said paid leave benefits.
- e. The teacher must have been absent for at least ten (10) consecutive duty days after exhaustion of said paid leave benefits.
- f. Entrance into the CIIB bank for veteran employees shall be available only when the CIIB opens enrollment by requesting additional days.

5. A three-member CIIB committee shall be established to receive written requests and allot days from the CIIB according to the provisions herein, under guidelines established by the committee. The committee shall be composed of three (3) persons, two (2) appointed by the Association and one (1) person appointed by the Superintendent. Days allotted by the committee to an individual teacher shall be available for use beginning with the fifth (5th) consecutive day of absence after exhaustion of the teacher's said paid leave benefits and such allotment to individual teacher by the committee shall be in accordance with the maximum number of days in item 4d. The committee shall be limited to a total allotment of three hundred (300) days per year.

6. Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:

- a. The day after the last day of the term of employment for the school year, or
- b. The day after the last day of allotted number of days granted by the committee, or
- c. The first day of return to employment subsequent to the granting of days by the committee
- d. The CIIB will have the maximum days allowable.

First Year Teacher	10 days maximum/year
Second Year Teacher	20 days maximum/year
Third Year Teacher	30 days maximum/year
Fourth Year Teacher	40 days maximum/year
Fifth Year Teacher	50 days maximum/year
Sixth Year Teacher	60 days maximum/year

R. IRS Section 125

A teacher may participate in this School Corporation's flexible benefits plan. Such plan shall be solely determined and adopted by the School Employer under the provisions of Section 125 of the Internal Revenue Service Code. The plan provider shall be mutually agreed upon by the School Employer and the Association. The plan will provide for the following benefits, through salary reduction agreement: The employee share of group insurance premiums except LTD, non-reimbursed medical expenses and child and dependent care. In the event that the IRS 125 plan is changed by a governed entity, the parties shall meet to renegotiate. This provision will not supersede Article VI, Section C., Severability.

S. Family and Medical Leave

A teacher who qualifies as an "eligible employee" under the Family and Medical Leave Act of 1993 (FMLA) shall be entitled to up to twelve (12) weeks of unpaid leave during any contract year for reasons and under the conditions as are provided in the FMLA.

Any provision for this Contract which restricts family or medical leave rights to a teacher who qualifies for FMLA shall not prevail. Any provision of this contract which provides greater family or medical leave rights to a teacher than the rights established by FMLA shall prevail. Such unpaid leave rights provided by this Contract which are greater than are afforded by FMLA shall not extend additional rights afforded by FMLA, such as maintenance or payment of medical insurance, to an additional leave period not covered by FMLA.

The Board shall retain the exercise of any and all of the rights and options it may obtain or require under FMLA, including, but not limited to, the right to:

1. Require a teacher to verify information, give proper and timely notice of leave and intent to return, and furnish medical certification(s) and recertification(s);
2. Recover health premium contributions paid by the Board should the teacher elect not to return to work at the end of the leave for reasons other than the continuation, recurrence, or onset of the health condition that gave rise to the leave or for circumstances beyond the control of the teacher;
3. Require a teacher to take leave for a particular period(s) of a particular duration, or to transfer to an "alternative position" in order to accommodate intermittent leave or a reduced leave schedule;
4. Require a teacher to substitute paid leave for FMLA leave; and
5. Require a second and third opinion of medical certification.

S. Special Education Staff Professional Service Leave

1. All special education teachers with the LCSC will be entitled to one and one half days (1 1/2) of paid professional service leave to review and prepare special education case conference and IEP paperwork. This leave can be taken in blocks of half day, full day, or consecutive full and half days. The leave must have the prior approval of the Principal. The employee must complete all work requirements in attendance at a specific school.

T. Employees may elect to receive payment of their basic salaries in either twenty-two (22) or twenty-six (26) equal payments. The selection of the number of pays shall be made by each new hire to the superintendent's office prior to that teacher's signing a regular teacher's contract and shall remain in effect until it is replaced by a new election. Any teacher who makes a different election must do so in writing to the Assistant Superintendent no later than June 15 prior to the contract year in which the new election will take effect.

ARTICLE IV
COMPENSATION MODEL

A. Compensation Model – All compensation formula funds are to be applied to the pay scale as permanent; no stipend amounts in formula.

1 Experience--Maximum 33 points

Experience: 33 points for completed year of teaching

2. Evaluation Results

2017-2018 and 2018-2019	
Highly Effective	67 points
Effective	57 points

Evaluations of Needs Improvement and Ineffective will receive NO extra compensation.

EXAMPLE: 200 teachers received an Effective or Highly Effective rating. Their total of points is 15,000.

There is \$450,000 available for Performance Compensation.

$\$450,000 / \$15,000 = \$30/\text{point}$

Re-distribution of dollars is not necessary as any teacher that is not eligible (i.e. did not receive an evaluation of Effective or Highly Effective) will receive no awarded points and thus no awarded dollars.

The funds available for Performance Compensation will be bargained with each contract settlement.

2017-2018 funds for Performance Compensation \$300,000.

2017-18 is a transition year in which the parties will transition into a compliant compensation model for the 2018-2019 school year. In order to facilitate the transition to the compliant model, the certified staff meeting the following conditions shall receive a pay increase of two hundred fifty dollars (\$250) in addition to all other increases provided in this agreement. Eligibility: Certified staff with five to nine years of experience with LCSC and no more than ten total years of TRF experience as of 07/01/2017. Evaluation/Performance rating of Effective or Highly Effective for the 2016-2017 school year. Any salary increase differential resulting from this

provision results from the parties agreement to transition to a compliant compensation model for the 2018-2019 contract year.

2017-18 \$250 Stipend payable with State Teacher Appreciation Grant for teaching staff with an evaluation rating of Highly Effective or Effective.

2018-2019 funds for Performance Compensation: \$300,000

2018-19 \$250 Stipend payable with State Teacher Appreciation Grant for teaching staff with an evaluation rating of Highly Effective or Effective.

Certified staff on a full school year contract that do not complete 120 days of paid service will not be eligible for additional compensation and/or stipend. Certified staff that are on a half-day or half-contract for the full school year must complete 60 days of paid service to be eligible for additional compensation.

Performance Compensation and Stipends are pro-rated for teachers on less than 187 full day contracts.

2017-2018 and 2018-2019 The superintendent will have the discretion to establish a starting base salary for a newly hired, no experience, certificated employee from a range of \$38,000 to \$43,000 dependent on the applicant pool and qualifications.

2016-2017 The range of teacher salaries for the base contract is \$38,000 - \$70,296.10

BCNWH Jt. Services – the point value from the calculation for LCSC will be applied to the compensation calculation for BCNWH certified staff.

The Superintendent shall have the authority to hire a staff member with previous experience and education at a salary not to exceed the salary they were making at previous employment plus \$2,500 – Not to exceed the maximum salary of a full time certified staff member.

Appendix A

Extra-Curricular

Basketball:	2017-18	2018-19
LHS Var Basketball - Boys	\$ 8,033	\$ 8,193
LHS Var Basketball Asst - Boys	\$ 4,514	\$ 4,604
LHS JV Basketball - Boys	\$ 3,625	\$ 3,698
LHS Gr 9A Basketball - Boys	\$ 2,701	\$ 2,755
LHS Gr 9B Basketball - Boys	\$ 2,392	\$ 2,440
LHS Var Basketball - Girls	\$ 8,033	\$ 8,193
LHS Var Basketball Asst - Girls	\$ 4,514	\$ 4,604
LHS JV Basketball - Girls	\$ 3,625	\$ 3,698
LHS Gr 9A Basketball - Girls	\$ 2,701	\$ 2,755
LHS Gr 9B Basketball - Girls	\$ 2,392	\$ 2,440
LMS Gr 8A Basketball - Boys	\$ 2,392	\$ 2,440
LMS Gr 8B Basketball - Boys	\$ 2,156	\$ 2,199
LMS Gr 7A Basketball - Boys	\$ 2,392	\$ 2,440
LMS Gr 7B Basketball - Boys	\$ 2,156	\$ 2,199
LMS Gr 6A Basketball - Boys	\$ 1,930	\$ 1,968
LMS Gr 6B Basketball - Boys	\$ 1,465	\$ 1,494
LMS Gr 8A Basketball - Girls	\$ 2,392	\$ 2,440
LMS Gr 8B Basketball - Girls	\$ 2,156	\$ 2,199
LMS Gr 7A Basketball - Girls	\$ 2,392	\$ 2,440
LMS Gr 7B Basketball - Girls	\$ 2,156	\$ 2,199
LMS Gr 6A Basketball - Girls	\$ 1,930	\$ 1,968
LMS Gr 6B Basketball - Girls	\$ 1,465	\$ 1,494
	\$ -	\$ -
Football:	\$ -	\$ -
LHS Var Football	\$ 8,033	\$ 8,193
LHS Var Football Asst	\$ 4,514	\$ 4,604
LHS JV Football	\$ 3,625	\$ 3,698
LHS JV Football	\$ 3,625	\$ 3,698
LHS Gr 9 Football	\$ 2,392	\$ 2,440
LHS Gr 9 Football	\$ 2,392	\$ 2,440
LMS Gr 8 Football	\$ 2,156	\$ 2,199
LMS Gr 8 Football	\$ 2,156	\$ 2,199
LMS Gr 7 Football	\$ 2,156	\$ 2,199
LMS Gr 7 Football	\$ 2,156	\$ 2,199
LMS Gr 6 Football	\$ 2,156	\$ 2,199
LMS Gr 6 Football	\$ 2,156	\$ 2,199
	\$ -	\$ -

Cross Country:	\$	-	\$	-
LHS Var Cross Country	\$	2,701	\$	2,755
LHS Var Cross Country Asst	\$	1,930	\$	1,968
LMS Cross Country	\$	2,392	\$	2,440
LMS Cross Country Asst	\$	1,930	\$	1,968
	\$	-	\$	-
Track:	\$	-	\$	-
LHS Var Track	\$	4,514	\$	4,604
LHS Var Track Asst	\$	2,392	\$	2,440
LHS Var Track Asst	\$	2,392	\$	2,440
LHS Var Track Asst	\$	2,392	\$	2,440
LMS Track - Boys	\$	1,930	\$	1,968
LMS Track - Girls	\$	1,930	\$	1,968
LMS Track Asst - Boys & Girls	\$	1,465	\$	1,494
LMS Track Asst - Boys & Girls	\$	1,465	\$	1,494
	\$	-	\$	-
Baseball:	\$	-	\$	-
LHS Var Baseball	\$	4,514	\$	4,604
LHS Var Baseball Asst	\$	3,625	\$	3,698
LHS JV Baseball	\$	2,701	\$	2,755
LHS Gr 9 Baseball	\$	2,392	\$	2,440
	\$	-	\$	-
Golf:	\$	-	\$	-
LHS Var Golf - Boys	\$	2,701	\$	2,755
LHS Var Golf - Girls	\$	2,701	\$	2,755
LMS Golf - Boys	\$	1,930	\$	1,968
LMS Golf - Girls	\$	1,930	\$	1,968
	\$	-	\$	-
Volleyball:	\$	-	\$	-
LHS Var Volleyball	\$	4,514	\$	4,604
LHS Var Volleyball Asst	\$	2,392	\$	2,440
LHS JV Volleyball	\$	2,392	\$	2,440
LHS Freshman Volleyball	\$	2,156	\$	2,199
LMS Gr 8 Volleyball	\$	2,156	\$	2,199
LMS Gr 7 Volleyball	\$	2,156	\$	2,199
LMS Gr 6 Volleyball	\$	1,465	\$	1,494
	\$	-	\$	-
Wrestling:	\$	-	\$	-
LHS Var Wrestling	\$	4,514	\$	4,604
LHS Var Wrestling Asst	\$	2,392	\$	2,440
LHS JV Wrestling	\$	2,392	\$	2,440
LMS Gr 6/7/8 Wrestling	\$	2,156	\$	2,199
LMS Gr 6/7/8 Wrestling Asst	\$	1,930	\$	1,968
LMS Gr 6/7/8 Wrestling Asst	\$	1,465	\$	1,494
	\$	-	\$	-
Swimming:	\$	-	\$	-

LHS Var Swimming	\$	5,024	\$	5,124
LHS Var Swimming Asst	\$	2,392	\$	2,440
LHS Var Swimming Asst	\$	2,392	\$	2,440
LMS Gr 6/7/8 Swimming	\$	1,930	\$	1,968
LMS Gr 6/7/8 Swimming	\$	1,930	\$	1,968
LMS Gr 6/7/8 Swimming Asst - Diving	\$	1,465	\$	1,494
LMS Gr 6/7/8 Swimming Asst	\$	1,465	\$	1,494
	\$	-	\$	-
Tennis:	\$	-	\$	-
LHS Var Tennis - Boys	\$	2,701	\$	2,755
LHS Tennis Asst - Boys	\$	2,156	\$	2,199
LHS Var Tennis - Girls	\$	2,701	\$	2,755
LHS Tennis Asst - Girls	\$	2,156	\$	2,199
LMS Tennis - Boys	\$	1,930	\$	1,968
LMS Tennis Asst - Boys	\$	1,465	\$	1,494
LMS Tennis - Girls	\$	1,930	\$	1,968
LMS Tennis Asst - Girls	\$	1,465	\$	1,494
	\$	-	\$	-
Soccer:	\$	-	\$	-
LHS Var Soccer - Boys	\$	4,514	\$	4,604
LHS Soccer Asst - Boys	\$	2,392	\$	2,440
LHS Var Soccer - Girls	\$	4,514	\$	4,604
LHS Soccer Asst - Girls	\$	2,392	\$	2,440
LMS Soccer - Boys	\$	1,930	\$	1,968
LMS Soccer Asst - Boys	\$	1,465	\$	1,494
LMS Soccer - Girls	\$	1,930	\$	1,968
LMS Soccer Asst - Girls	\$	1,465	\$	1,494
	\$	-	\$	-
Softball:	\$	-	\$	-
LHS Var Softball	\$	4,514	\$	4,604
LHS Var Softball Asst	\$	3,625	\$	3,698
LHS JV Softball	\$	2,701	\$	2,755
LHS Gr 9 Softball	\$	2,392	\$	2,440
	\$	-	\$	-
Cheerleader Coordinator:	\$	-	\$	-
LHS Var Fall Cheerleader	\$	2,156	\$	2,199
LHS JV Fall Cheerleader	\$	1,930	\$	1,968
LHS 9th Fall Cheerleader	\$	1,465	\$	1,494
LHS Var Winter Cheerleader	\$	2,156	\$	2,199
LHS JV Winter Cheerleader	\$	1,930	\$	1,968
LHS JV Winter Asst. Cheerleader	\$	1,465	\$	1,494
LHS 9th Winter Cheerleader	\$	1,465	\$	1,494
LMS Gr 8 Cheerleader Coor	\$	1,930	\$	1,968
LMS Gr 7 Cheerleader Coor	\$	1,930	\$	1,968
LMS Gr 6 Cheerleader Coor	\$	1,930	\$	1,968
LMS Athletic Trainer (Football & Wrestling)	\$	2,040	\$	2,081

LMS Athletic Coor	\$	5,100	\$	5,202
LHS Athletic Director Asst	\$	4,080	\$	4,162
LMS Cubettes Fall Coach	\$	1,024	\$	1,044
LMS Cubettes Fall Asst. Coach	\$	767	\$	782
LMS Cubettes Winter Coach	\$	1,024	\$	1,044
LMS Cubettes Winter Asst. Coach	\$	767	\$	782
	\$	-	\$	-
Co-Curricular	\$	-	\$	-
LHS Yearbook	\$	2,701	\$	2,755
LMS Yearbook	\$	2,043	\$	2,084
LHS Newspaper	\$	1,618	\$	1,650
LMS Newspaper	\$	1,273	\$	1,298
LHS Student Council	\$	1,619	\$	1,651
LMS Student Council	\$	1,273	\$	1,298
PW Student Council	\$	716	\$	730
Harney Student Council	\$	716	\$	730
Central Student Council	\$	716	\$	730
Stokes Student Council	\$	716	\$	730
PW Academic Coor	\$	541	\$	551
Stokes Academic Coor	\$	541	\$	551
Harney Academic Coor	\$	541	\$	551
Central Academic Coor	\$	541	\$	551
LMS Academic Team Coor	\$	714	\$	728
LMS Academic Coach	\$	459	\$	468
LMS Academic Coach	\$	459	\$	468
LMS Academic Coach	\$	459	\$	468
LMS Academic Coach	\$	459	\$	468
LMS Academic Coach	\$	459	\$	468
LMS Academic Coach	\$	459	\$	468
LMS Academic Coach	\$	459	\$	468
LHS Acad Program Coor	\$	1,020	\$	1,040
LHS Acad Comp Coach	\$	765	\$	780
LHS Acad Comp Coach	\$	765	\$	780
LHS Acad Comp Coach	\$	765	\$	780
LHS Acad Comp Coach	\$	765	\$	780
LHS Acad Comp Coach	\$	765	\$	780
LHS Acad Comp Coach	\$	765	\$	780
LHS Acad Comp Coach	\$	765	\$	780
LHS Senior Class Sponsor	\$	1,618	\$	1,650
LHS Junior Class Spsr	\$	1,850	\$	1,887
LHS Sophomore Class Spsr	\$	541	\$	551
LHS Freshman Class Spsr	\$	541	\$	551
LHS Senior Sunshine Spsr	\$	1,530	\$	1,561
LHS Best Buddies	\$	765	\$	780
LHS Mentoring Program	\$	510	\$	520

LHS Mentoring Program	\$	510	\$	520
Lebanon SADD	\$	1,020	\$	1,040
LMS Junior Sunbeam Spsr	\$	1,530	\$	1,561
LHS Band Director	\$	4,934	\$	5,032
LMS Band Director	\$	2,312	\$	2,359
LHS Vocal Music Director	\$	3,006	\$	3,066
LMS Vocal Music Director	\$	1,850	\$	1,887
LHS Music Dept Asst	\$	1,618	\$	1,650
LHS Winter Guard	\$	2,274	\$	2,319
LHS Winter Guard Asst	\$	1,704	\$	1,739
LHS Fall Guard Instructor	\$	2,274	\$	2,319
LHS Fall Guard Instructor Asst	\$	1,704	\$	1,739
LHS Fall Music Instructor	\$	2,274	\$	2,319
LHS Fall Visual Instructor	\$	2,274	\$	2,319
LMS Hi-Y Sponsor	\$	1,530	\$	1,561
LHS Auditorium Manager	\$	3,006	\$	3,066
LHS Z Club Sponsor	\$	1,020	\$	1,040
LHS Key Club Sponsor	\$	1,020	\$	1,040
LHS Nat Honor Society Spsr	\$	2,929	\$	2,988
LMS Nat Honor Society Spsr	\$	1,224	\$	1,248
LHS Thespian Sponsor	\$	541	\$	551
LHS Broadcasting Coor	\$	1,195	\$	1,219
LHS Spring Musical/Show Choir Director	\$	1,850	\$	1,887
LHS Costume Coorr/Wardrobe Ms	\$	1,465	\$	1,494
AVID Director	\$	2,550	\$	2,601
LHS DECA Sponsor	\$	1,020	\$	1,040
LHS DECA Asst Spsr	\$	765	\$	780
	\$	-	\$	-
Department Chairperson:	\$	-	\$	-
LHS Depart Chair 1-3 Tchrs	\$	1,122	\$	1,144
LHS Depart Chair 1-3 Tchrs	\$	1,122	\$	1,144
LHS Depart Chair 3.5-5.5 Tchrs	\$	1,428	\$	1,457
LHS Depart Chair 3.5-5.5 Tchrs	\$	1,428	\$	1,457
LHS Depart Chair 3.5-5.5 Tchrs	\$	1,428	\$	1,457
LHS Depart Chair 6-7.5 Tchrs	\$	1,581	\$	1,613
LHS Depart Chair 6-7.5 Tchrs	\$	1,581	\$	1,613
LHS Depart Chair 6-7.5 Tchrs	\$	1,581	\$	1,613
LHS Depart Chair 8-8+ Tchrs	\$	1,734	\$	1,769
LHS Depart Chair 8-8+ Tchrs	\$	1,734	\$	1,769
LHS Depart Chair 8-8+ Tchrs	\$	1,734	\$	1,769
LHS Special Education Coor	\$	1,530	\$	1,561
LHS Tech Instruction Coach	\$	1,530	\$	1,561
LHS Tech Instruction Coach	\$	1,530	\$	1,561
LHS Tech Instruction Coach	\$	1,530	\$	1,561
LMS Gr 6 Team Leaders	\$	1,326	\$	1,353
LMS Gr 6 Team Leaders	\$	1,326	\$	1,353

LMS Gr 7 Team Leaders	\$	1,326	\$	1,353
LMS Gr 7 Team Leaders	\$	1,326	\$	1,353
LMS Gr 8 Team Leaders	\$	1,326	\$	1,353
LMS Gr 8 Team Leaders	\$	1,326	\$	1,353
LMS Exploratory Team Leader	\$	1,326	\$	1,353
LMS Tech Instruction Coach	\$	1,530	\$	1,561
LMS Tech Instruction Coach	\$	1,530	\$	1,561
LMS Tech Instruction Coach	\$	1,530	\$	1,561
LMS Depart Chair	\$	1,530	\$	1,561
LMS Depart Chair	\$	1,530	\$	1,561
LMS Depart Chair	\$	1,530	\$	1,561
LMS Depart Chair	\$	1,530	\$	1,561
LMS Interdisciplinary Dpt Chair	\$	1,530	\$	1,561
LMS Interdisciplinary Dpt Chair	\$	1,530	\$	1,561
LMS Special Education Coor	\$	1,530	\$	1,561

ECA STIPENDS

Student Activity and/or
Club Sponsorship

		\$100 STIPEND	\$50 STIPEND
CENTRAL ELEMENTARY		3	3
HARNEY ELEMENTARY		3	3
H.B. STOKES ELEMENTARY		3	3
PERRY WORTH ELEMENTARY		3	3
LMS		4	4
LHS		4	4

ARTICLE VI
TERMS AND DEFINITIONS

A. Entire Agreement

This Contract supersedes and cancels all previous contracts or agreements, verbal or written, between the school employer and the Association and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

B. Severability

If any Article or Section of this Contract or of any rider thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Contract and of any rider thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

C. Waiver

All bargainable issues have been discussed during the bargaining leading to this Contract, and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Contract, unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on said issues.

D. Rights

Certificated school employees shall have the right to form, join or assist employee organizations, to participate in collective bargaining with the School Employer through representatives of their own choosing and to engage in other activities, individually or in concert for the purpose of establishing, maintaining, or improving salaries, wages, hours, salary and wage related fringe benefits and other matters as defined in PL 217, Section Four (4) and Seven (7).

E. Temporary Contract Teachers

The provision of this contract, in accordance with applicable Indiana statutes, are applicable to a teacher on a temporary contract.

F. Teachers Employed Less Than Full Day/Year

The provisions of this Contract are applicable to a teacher on a regular or temporary contract

which stipulates employment for less than a full day and/or full year basis. Teacher salary and fringe benefits contained in this Contract are based on employee status for a full day/year of employment. "Full Year" means not less than 187 days during the contract year. When a teacher will not be working a full day/year, the salary and wage related fringe benefits are prorated accordingly. However, a teacher must work the minimum number of hours per week and meet other eligibility requirements as specified by the insurance carrier(s) in order to be considered for enrollment in and coverage by the School Corporation's group insurance plan(s).

G. Committee Selection

Association membership on corporation and school based committees will be in accordance with Indiana Code. This is provided for informational purposes only.

H. Contract Limitations

The School Employer construes and the Association recognizes the specific, express provisions of this Contract as constituting limitations and being the only limitations upon the School Employer's right, power, authority, duties and responsibilities to manage and direct the operations and activities of this school corporation to the full extent authorized by law.

I. Contract Attest

This Contract is made and entered into at Lebanon, Indiana, on November 13, 2017 by and between the Board of School Trustees of the Lebanon Community School Corporation, County of Boone, State of Indiana, party of the first part, heretofore referred to as the "School Employer", and The Lebanon Classroom Teachers Association, party of the second party, heretofore referred to as the "Association."

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

Board of School Trustees
Lebanon Community School
Corporation

The Lebanon Classroom Teachers Association

President

Date

President

Date

Secretary

Date

Secretary

Date