MSD LAWRENCE TOWNSHIP SCHOOLS

A District of Distinction

CONTRACT

between the

Board of School Trustees

of

MSD Lawrence Township Schools

and the

Lawrence Education Association

July 1, 2025 – June 30, 2026

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ARTICLE 1: RECOGNITION

A. Entire Agreement

The Board of Education of the Metropolitan School District of Lawrence Township hereby recognizes the Lawrence Education Association as the exclusive representative for all certified personnel. The unit shall consist of all full-time employees as defined in Public Law 217 and interpreted by IEERB in the Metropolitan School District of Lawrence Township except for the Superintendent, Deputy, Associate or Assistant Superintendents, Chief Financial Officer, Chief Information Officer, Executive Directors, Directors, Assistant Directors, Assistant Business Manager, Coordinators, Supervisors, Deans, Assistants to the Principal (ATP), Principals, Assistant Principals, Department Chairpersons, High School Head Football Coaches, High School Head Basketball Coaches, Athletic Directors, and Assistant Athletic Directors.

When the Board deems it necessary to create a position(s) which the Board feels is supervisory in nature and therefore subject to exclusion from the bargaining unit, the Board shall notify the Association in writing of such intent. Such notification shall include job description(s) and/or rationale for the position(s). Such notification shall occur at least ten (10) days prior to the posting of the new position(s). During the ten (10) day period, the Association shall concur with or challenge the Board's intent to exclude the new position(s). Note: This provision is the School Corporation's policy, it was not bargained, and is included for informational purposes only.

B. Definitions

1. The term "teacher" when used in this contract shall refer to all individuals in the bargaining unit as defined in the aforementioned Recognition Statement.
2. The term "Association" shall include authorized officers, representatives, and agents of the Lawrence Education Association.
3. The term "Board" shall include authorized officers, representatives, and agents of the Board of Education of the Metropolitan School District of Lawrence Township.
4. The term "School Corporation" or “MSDLT” when used in this contract shall refer to the Metropolitan School District of Lawrence Township of the County of Marion of the State of Indiana.
5. The term "governing body" shall mean those persons charged by law with the responsibility of administering the affairs of the School Corporation.
6. The term "day" when used in this contract shall mean teacher work days as that term is used in the school calendar. During summer vacation, the term shall mean weekdays when the central office is open for business.

ARTICLE 2: CONTRACT PROCEDURES

A. Entire Agreement

This written contract supersedes and cancels the 2024-2025 written contract between the Board of Education of the Metropolitan School District of Lawrence Township and the Lawrence Education Association.

B. Supremacy

The parties agree that this contract shall supersede any rules, regulations, policies, improvement programs, or practices of the Board, which would be contradictory to or inconsistent with the terms of this contract. Any individual contract between the Board and an individual member of the bargaining unit shall be made subject to this contract.

C. Severability

If any provision of this contract or any application of this contract to any employee or group of employees is declared illegal by a court of competent jurisdiction or is contrary to directives of state or federal agencies, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions and applications shall continue in full force and effect.

D. Amendment

Neither party shall be required to negotiate with respect to any matter, whether contained herein or not, during the term of this contract except by mutual agreement, or unless subjects of bargaining are changed by law. Any amendment or agreement adding to, subtracting from, or supplemental to this contract shall not be binding upon either party unless it is mutually agreed to and executed in writing by the Association and the Board.

ARTICLE 3: PROFESSIONAL COMPENSATION

A. Salary

1. New Hire Salary:

   New hires shall be placed on the starting salary placement in Appendix A-1 in the column appropriate to their current education and on a row that does not exceed the number of years of experience they possess. However, the Superintendent, after the Superintendent or his designee discusses the matter with the Association President or designee, shall have discretion to pay new hires above the amount shown in the appropriate cell in the starting salary placement scale in Appendix A-1 to address the unique skills and experitnece of the teacher. No teacher shall be compensated at a rate less than the minimum salary reflected in the column corresponding to their current education.

   The superintendent shall have the discretion to hire hard to fill positions at base salary up to $2,500.00 more than permitted in Appendix A-1, within the salary range. Hard to hire shall be defined as less than seven (7) qualified applicants for a position.

For McKenzie Center for Innovation and Technology (MCIT) or affiliated programs:

The School Corporation shall calculate Years of Experience for purposes of placement on the Starting Teaching Salary Grid as follows:

a. Teachers Possessing a Workplace Specialist's License: Shall receive (a) one (1) year of experience for each year of occupational experience in the field the teacher is hired to teach or (b) one year of experience for each year of teaching experience.

b. Teachers in the Process of Earning a Workplace Specialist's License: Shall be calculated by subtracting one (1) from the total year(s) of occupational experience in the field the teacher is hired to teach .

c. Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

2. Base Salary Increases

General Eligibility: Teachers must be rated by MSDLT in the prior year (unless newly hired by MSDLT for the 2025-2026 school year prior to the ratification of this Agreement, or who are in their first full year of instruction at MSDLT and were not rated in the previous year), and not rated Ineffective or Improvement Necessary to be eligible for a salary increase. Teachers rated Ineffective or Improvement Necessary will remain at their prior year salary. Further, teachers must be employed on or after December 1, 2025 to receive any salary increases under the Agreement.

3. Factors and Definitions

a. Evaluation rating: A returning teacher must have received a highly effective or effective evaluation rating for the prior school year. Teachers newly hired by MSDLT for the 2025- 2026 school year prior to the ratification of this Agreement, as well as teachers in their first full year of instruction at MSDLT who were not rated in the previous year, are also eligible for the evaluation rating unless they received an Ineffective or Improvement Necessary rating the prior school year.

b Attains a content area master's degree: The teacher attains a master's degree in a content area as defined by the Indiana Department of Education. For educational purposes only: The teacher shall provide notification to the Human Resources department by August 1st and provide proof of transcript by October 1st or by January 1st and provide proof of transcript by March 1st in the year in which the master's degree is attained.

c. Academic Needs: Any teacher employed with MSDLT as a teacher during the 2024-2025 school year will receive a base salary increase for the 2025-2026 school year. This base salary increase will promote the retention of experienced teachers who can best address the academic needs of the District's students.

d. Instructional Leadership – To comply with Indiana Code 20-28-9-1.5(e), any teacher who obtain a Literacy Endorsement prior to September 1, 2025, and provides the District proof of that endorsement prior to September 30, 2025, will receive a base salary increase of $250 for the 2025-2026 school year. A teacher may only receive this increase one time in the teacher's career at the District in recognition of the Instructional Leadership displayed in obtaining a Literacy Endorsement

3. Distribution

a. Evaluation rating: 1.5% increase in the teacher's base salary.
b. Academic Needs: 0.5% increase in the teacher's base salary. In addition, if after all other increases the teacher's base salary is less than the salary set forth in the applicable cell of the new hire schedule, then the teacher's base salary be increase by the lessor of the amount needed to catch up to the new hire schedule. This is a teacher retention catch-up. Howver, the District will spend a total of no more than $220,580 on the all additional increases paid to teachers to catch them up to the new hire schedule. All increases will be reduced on a pro-rata basis to keep the total sum of all additional increases paid to catch up to the new hire schedule under $220,580.
c. Instuctional Leadership: $250 increase in the teacher's base salary.
d. Education: 1% increase in the teacher's total base salary.

Example: A teacher worked for MSDLT in the 2024-2025 school year and received an effective rating for that school year. The teacher also obtained a content area masters degrees in that year. The teacher would receive a 1.5% increase in base salary for the evaluation rating, an additional 0.5% for academic needs, and 1% for education. This is a total base salary of 3%.

The education factors will account for less than 1/2 of a teacher's base salary increase. Academic needs will account for more than 20% of a teacher's base salary increase.

4. Redistribution

Any money that would have been given to teachers who were rated ineffective or needs improvement will be equally distributed amongst all teachers receiving an effective or highly effective evaluation rating. This amount will not be added to the

base contracted salary. Further, teachers must be employed on December 1, 2025 to receive redistribution payment under this Agreement.

5. Salary Range

   The Salary Range prior to any increases provided pursuant to this agreement shall be $52,250 to $103,147, not including current year increases or TRF contributions. The base salary range for the 2025-2026 school year, after increases negotiated in this agreement, is from $52,250 to $114,769

B. Ancillary Duties

1. Ancillary Duty: Activities Beyond the School Day Compensation.

   Teachers who are required to work at various activities which occur at times other than during the school day shall be compensated at the rate of not less than nine (9) dollars per hour. Such activities shall include but not be limited to athletic events, plays, musicals and dances.

2. Ancillary Duty: After School Tutoring

   After School Tutoring that is approved by the school will be offered during the 2025-2026 school year only at the rate of $50.00 per hour.

3. Ancillary Duty: Car Allowance

   A teacher who is not provided with a car by the School Corporation and who is authorized in writing by the Board or its designee to use his/her own car in pursuance of assigned school duties, shall be reimbursed at the official IRS allowable rate.

4. Ancillary Duty: Classroom Coverage (compensatory time)

   Due to a shortage of substitutes in recent years, the School Corporation will provide teachers with the following compensation when teachers are called to cover another class during their prep time, or take additional students into their classroom to cover for absent teachers.

   A teacher shall earn “units” which may be converted to comp time and sick days as stated in the following chart:

	½ Unit	1 Unit	2 Units	4 Units
Prep Time **ELC or Elementary School**		Teacher Covers a Block During Normal Prep (45 min.)		
Prep Time **Middle or High School**			Teacher Covers a Block During Normal Prep (90 min.)	
Additional Students **All Levels**	Teacher Accepts Additional Students into the Teacher's Classroom for 45 Min. (Related Arts Block)	Teacher Accepts Additional Students into the Teacher's Classroom for 90 Min. (Secondary Block)	Teacher Accepts Additional Students into the Teacher's Classroom for 3 Hours (1/2 Day)	Teacher Accepts Additional Students into the Teacher's Classroom for 6 Hours (Full Day)

Units to Comp Time Conversion	**Comp Time to Sick Day Conversion**
8 Units Earned = 1/2 Day Comp Time	1/2 Comp Time Converts to 1/2 Sick Day, if not used during 2025-26 school year
8 Units Earned = 1/2 Day Comp Time	1/2 Comp Time Converts to 1/2 Sick Day, if not used during 2025-26 school year

5. Ancillary Duty: Curriculum In-service/Presentation Compensation

Compensation for School District assigned tutoring, curriculum development, translating services, or remediation study tables will be paid at a per-hour rate of twenty-five dollars ($25.00).

Compensation for presentations and other in-services at which a teacher presents and which have been designated by the School District to be compensated will be paid at a per hour rate of thirty-one ($31.00). Pre-approved planning will also be compensated at thirty-one ($31.00) per hour.

6. Ancillary Duty: Dual Credit Stipend

Certified Teachers who teach a Dual Credit Course or AP/IB Course and meet the requirements of the Higher Learning Commission {HLC) will receive a $500.00 stipend upon successful completion of each semester.

7. Ancillary Duty: First Year Teacher Mentor Stipend

   The First Year Mentor Stipend will be available to all certified staff who have attended district sponsored mentor training at any time and received a certificate. Compensation will be $300.00 per semester to paid at the end of each semester.

8. Ancillary Duty: Homebound Teaching Compensation

   Compensation for homebound teaching assignments made by the Board shall be paid twenty-five dollars ($25.00) per hour.

9. Ancillary Duty: School Psychologist Summer Work Compensation

   School Psychologist will be paid their hourly pay rate not to exceed $50 per hour.

10. Ancillary Duty: Special Education

    Special Education teachers who have additional duties assigned to them due to the absence of other teachers, will work with the building administrator and Director of Exceptional Learners. The Director of Exceptional Learners shall, in his/her discretion, grant additional compensation for these additional duties as deemed appropriate.

11. Summer School Teaching and Credit Recovery Compensation

    The Superintendent has determined that summer school pay will be bargained. Compensation for summer school teachers for which teacher certification is required shall be paid Fifty Dollars ($50.00) per hour. Compensation for summer school teachers shall be paid every two (2) weeks starting with the first (1st) pay in July.

12. SLP ASHA Certification

    Speech Language Pathologists may use their Medicaid training dollars to pay for their ASHA Certifications.

13. Ancillary Duty: Bilingual Support

    Teachers who perform extra duties using their bilingual skills and are approved by the principal will receive a $1,000. Stipend. A description of these duties can be found in the appendix A-2. No more than $134,000 will be spent in stipends during the 2025-2026 school year.

C. Part Time Compensation

For informational purposes only: In connection with a part-time assignment (a teacher teaching less than a full-time assignment for a day), the contract salary shall be computed by multiplying the full-time salary times the percentage determined from dividing the length of the time the teacher is required to be present plus the appropriate proportion of the preparation time by the total length of the regular teacher day.

D. Wage Payment Arrangement Pay Dates

The teacher's contract salary shall be paid in twenty-six (26) installments. Teachers who are in their first year of employment with the School District may choose to receive their pay in either

twenty-seven (27) or twenty-eight (28) installments. Teachers choosing twenty-eight (28) installments will receive their first pay four (4) weeks prior to the first pay date for other teachers, and the second pay two (2) weeks prior to the first pay date for other teachers. Teachers choosing twenty-seven (27) installments will receive their first pay two (2) weeks prior to the first pay date for other teachers. A teacher may submit a request in writing by June 1 to the Superintendent for the remaining balance of the contract salary to be paid in June. The Board shall provide direct deposit of payroll checks to the account of any teacher in any direct deposit participating financial institution upon submission of the appropriate requests. All teachers employed shall have direct deposit.

E. Ancillary Duty: Extracurricular Activity Compensation

The portions of this Section F which do not relate to wages are provided for informational purposes only.

The placement list for positions on the Extracurricular Salary Schedule appears in Appendix B. If the Board sees the need to establish a new position or give additional compensation over and above that designated on the applicable schedule during the term of this contract, the Board shall first discuss such need with the Association. This item of discussion is subject to bargaining during the formal bargaining period, after the bargaining timeline expires this item will be subject to discussions. The dollar amount for a given extracurricular position(s) may be split between two (2) or more teachers or combined for two (2) or more teachers as long as the total amount paid is equal to the amount specified for the position(s) and as long as the involved teacher(s) and supervising administrator agree.

Responsibilities for compensated extracurricular activities may and usually are performed outside the regular teaching day.

1. Middle School Intramural Program.

   At the middle school level, the intramural program may be organized in one (1) of two (2) ways:

   a. One (1) head person and two (2) assistant persons shall carry out the program.

   b. Eighteen (18) dollars per session shall be available for each middle school to pay for intramural sessions. Each middle school is limited to a maximum of two hundred fifty (250) sessions.

F. Ancillary Duty: Online LTeC Courses

The portions of this Section G which do not relate to wages are included for informational purposes only.

Teachers who instruct via online courses beyond the contracted school day shall be compensated through contracted services agreements as independent contractors.

Determining Order of Teacher Availability: Applications will be grouped according to the following criteria.

Group 1 - MSDLT Teachers currently teaching courses

Group 2 - MSDLT Teachers licensed, but not currently teaching courses

Group 3 - Retired MSDLT Teachers

Group 4 - Non-MSDLT Teachers

Please note: A lottery system will be used to place teachers in rank order within each group.

Pay Scale: Course completion is defined as completing 60% of assignments AND taking the final examination (current practice is to have student take it "live").

Completion of Course	Final Taken?	
	Yes	No
10%	$25	$25
20%	$50	$25
30%	$50	$50
40%	$75	$50
50%	$75	$75
60%	$125	$75
70%	$125	$100
80%	$125	$100
90%	$125	$100
100%	$125	$100

G. Extended Contracts

It is understood the following positions may be contracted for a number of days beyond the board approved days for the 2025-2026 contract for Certified Staff Members. If any of the positions are contracted beyond the board approved days for the 2025-2026 contract, the compensation for those days shall be based on a daily rate of the individual filling that position.

(The number of days listed are not negotiated, and are included for reference only)

Secondary e-learning specialists and Middle School guidance counselors shall receive a ten (10) work day extension of their contracts. High School guidance counselors shall receive a twelve (12) work day extension of their contracts.

Elementary media specialists shall receive a five (5) work day contract extension.

Psychologists shall receive a five (5) day work contract extension.

Career and Technical teachers in co-op programs or working with outside vendors for the preparation of courses shall receive the following contract extension of work days:

Business, food service, cosmetology, and auto body repair - five (5)

H. Professional Development Repayment

The district may enter into a reimbursement agreement with a teacher offered training beyond the standard staff professional development opportunities at the district's expense and costing more than $1,000 (total cost includes registration, travel and hotel). Such agreement will prorate the reimbursement amount over not more than four (4) years at which time it will be forgiven if the teacher has remained actively employed, is being paid for a minimum of 120 contracted days per school year and is in the same or similar position for the district throughout that period.

I. Ancillary Duty: Professional Development Expenses/Reimbursements

When the School District designates that there will be compensation for curriculum projects and other in-services (whether during the school year or summer), that compensation will be paid at Twenty-five Dollars ($25.00) per half day up to a maximum of Fifty Dollars ($50.00).

1. #### Attending Locally Hosted Professional Development Events

   Certified participants approved by the Office of Curriculum, Instruction & Professional Development to attend PD events hosted within 30 miles of the participant's place of employment will receive a stipend of $50 per day. The intent of this stipend is to defray participants' expenses such as meals, mileage, childcare, etc. No additional reimbursements will be provided unless approved by the Director of Curriculum, Instruction & Professional Development.

2. #### Attending Professional Development Events within Driving Distance (no overnight stay)

   Certified participants approved by the Office of Curriculum, Instruction & Professional Development to attend PD events hosted at a location more than 30 miles from the participant's place of employment, but not requiring overnight lodging, will receive a stipend of $50 per day plus reimbursement for mileage beyond the initial 30 miles. No additional reimbursements will be provided unless approved by the Director of Curriculum, Instruction & Professional Development.

3. #### Attending Professional Development Events within Driving Distance (with overnight stays)

   Certified participants approved by the Office of Curriculum, Instruction & Professional Development to attend PD events requiring overnight lodging will receive the district approved meal per diem and reimbursement for mileage beyond the initial 30 miles from the participant's place of employment. No additional

reimbursements will be provided unless approved by the Director of Curriculum, Instruction & Professional Development.

4. Attending Professional Development Events via Air Transportation (with overnight stay)
   Certified participants approved by the Office of Curriculum, Instruction & Professional Development to attend PD events requiring air transportation and overnight lodging will receive the district-approved meal per diem. No additional reimbursements will be provided unless approved by the Director of Curriculum, Instruction & Professional Development.

5. License Renewal
   Certified participants will be responsible for keeping track of their personal professional development hours for license renewal.

ARTICLE 4: LEAVES OF ABSENCE

A. General Provisions

For the purposes of this article, the "immediate family" shall be defined to include mother, father, sister, brother, spouse, son, daughter, aunt, uncle, stepmother, stepfather, stepdaughter, stepson, mother-in-law, father-in-law, sister-in-law, brother-in-law, step-sister, step-brother, daughter-in-law, son-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, grandfather, granddaughter, grandson, step-granddaughter, step-grandson, cousin, person for whom the teacher has Power of Attorney, deceased person for whom the teacher is the executor of the estate or is the sole surviving relative, or any person residing in the same home as the employee.

A teacher on temporary contract shall have the same leave benefits as another teacher.

A teacher on extended or supplementary contract shall be able to use his/her leave benefits.

Unofficial records of sick leave, personal leave, emergency leave for family illness or accident, and bereavement leave days shall be kept in the individual building. An official record shall be kept in the Human Resources Department in the Administration Center. Upon individual request, a teacher shall receive a current record of his/her leave days accumulated and used. A current record of sick and personal leave days accumulated and used shall be reported to each teacher on each paycheck stub.

Notification must be given prior to March 1 of an individual's intention to return from any leave for the upcoming school year. Failure to notify may result in the termination of the contract for the upcoming school year.

The teacher requesting the leave shall notify the Superintendent of the expected time of leave as soon as is reasonably possible.

B. Medical Leave

Teachers shall be granted twelve (12) days of medical leave without loss of compensation to care for a member of the immediate family or for personal medical treatment, including pregnancy loss. Leave for the purpose of caring for a member of the immediate family is limited to the time any eligible leave pursuant to the Family Medical Leave Act ("FMLA"). Four (4) days of family commitment leave per year may also be deducted from this accumulation. Two (2) days per year may also be deducted for religious holidays which the School Corporation must accommodate by law.

For informational purposes only: Part-time teachers who are employed part of the day but are employed for a full school year will receive his/her full allotment of annual medical leave entitlement.

For informational purposes only: Part-time teachers who are employed a full day but not for all the days in a school year will receive a proportional allotment of his/her annual medical leave entitlement in the same portion of the number of days employed in a school year to the total number of days in a school year.

The following provisions shall be in effect:

1. Teachers employed for less than a full year shall be credited with medical leave days in proportion to the percentage of his/her contract with the full school year. Fractional parts of a day shall be increased to one (1) full day.
2. Teachers will be credited with medical leave in day units regardless of the length of a teacher's assignment when medical leave days are credited. A teacher working a shorter day than a regular working day will use one medical leave day for a one-day absence just as is the case with a teacher working a full work day. Such medical leave days will remain as the same number of day units, even if a teacher has a change in the status of the length of their teaching day (i.e., full time to part time, or part time to full time).
3. Transfer of accumulated sick leave from other school systems shall be made in accordance with Indiana law. Such qualified sick leave days shall be transferred at the rate of three (3) days per year beginning with the teacher's second year in the School Corporation and shall continue until all qualified sick leave days have been transferred.
4. Employees that resign effective after the last day of school and are rehired before the first day of the next school year, but never signed a contract with another district, may recover their accumulated sick days as follows:
    a. A maximum of 6 days accumulated on the first day of the school year.
    b. The remainder of accumulated sick days will be added on the first payday of the following school year.

Portions of this section 4 are provided for informational purposes only and were not bargained.

5. Unused personal leave days as provided by Section C of this article shall be transferred to medical leave at the end of each school year.
6. Unused medical leave days which are not used in any one (1) school year shall have unlimited accumulations. This accumulation may be used for either medical leave reason as described in B above.
7. All transfers and accountability of sick leave days shall be governed by procedures as prescribed by Indiana law and State Board of Accounts Regulations.
8. Two (2) additional days of absence for travel or extenuating circumstances shall be allowed.
9. Sick leave buy back: If a teacher has accumulated more than 100 sick leave days, the teacher may sell back up to five (5) of the days that are in excess of 100 accumulated sick leave days at a rate of $100 per sick leave day. The MSDLT will have two days on which it will buy back sick leave days, one in January and one in June, but a teacher must select which one of those two days the teacher wishes to sell back the sick leave days. Further, the teacher may not sell back sick leave days if the sale would cause the teacher to have fewer than 100 accumuluated sick leave days.

C. Personal Leave

Each teacher shall be granted two (2) days of personal leave per school year without loss of pay, subject to the following provisions:

1. Teachers employed for less than a full year shall be credited with personal leave days in proportion to the percentage of his/her contract with the full school year. Fractional parts of a day shall be increased to one (1) full day.
2. Teachers will be credited with personal leave in day units regardless of the length of a teacher's assignment when personal leave days are credited. A teacher working a shorter day than a regular working day will use one personal leave day for a one-day absence just as is the case with a teacher working a full work day. Such personal leave days will remain as the same number of day units, even if a teacher has a change in the status of the length of their teaching day (i.e., full time to part time, or part time to full time).
3. Requests for personal leave shall be made in writing and when at all possible at least three (3) days prior to such leave and shall be submitted to the Superintendent or his/her designee. The Association and the Board encourage teachers to exercise professional judgment in their use of personal business leave.
4. "Personal business" shall be an acceptable reason for such request.
5. Generally, it is discouraged to use personal leave on the days before and after school breaks, holidays, or vacation and the beginning and last day of the school year. However, if personal leave is used on those days, two (2) days of personal leave will

be deducted from either the annual entitlement and/or the accumulation for each day used on these days. If there are not a sufficient number of days to deduct, the teacher cannot take the leave.

6. Personal leave shall not be granted in less than one-half (½) day units.
7. Any unused personal leave days shall accumulate to a maximum of four (4) days. Once this maximum accumulation has been reached, any additional unused days shall be added to the accumulation of sick leave on the last day of each school year. For retiring teachers, this addition shall occur prior to his/her last teaching day.

D. Leave for Care of a Family Member

A teacher may use leave pursuant to the Family Medical Leave Act ("FMLA"), if eligible, for this purpose.

E. Bereavement Leave

In case of death in the immediate family of a teacher, the teacher shall be entitled to be absent without loss of compensation for a period of no more than five (5) days. The leave shall be taken at the discretion of the teacher. Two (2) additional days of absence for travel or extenuating circumstances shall be allowed, subject to the approval of the Principal and Superintendent. In case of death of a family friend, the teacher shall be entitled to be absent without loss of compensation for a period of no more than one (1) day.

F. 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 personal disability from illness or accident.

1. Purpose:

   A voluntary bargaining unit member Leave Bank shall be established for the benefit of all who elect to join. The Leave Bank shall be used for the purpose of providing an accumulation of days upon which members of the leave bank may be eligible to draw in emergency situations of the member. The following rules shall govern the operation of the Leave Bank.

2. Participation
   a. The Leave Bank Program is open to all bargaining unit members in the School Corporation.
   b. No bargaining unit member shall be required to participate in the program.
   c. A bargaining unit member may elect to join the Leave Bank by providing written authorization for the contribution of two (2) of his/her available sick leave days to the Leave Bank.
   d. This authorization is to be directed to the Chief Human Resources Officer.
   e. Finalized annual list will be provided to the Association president.

f. The enrollment period for accepting voluntary membership in the Leave Bank shall be the first thirty (30) days of the fall and spring semesters of the school year.
g. 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 their contract in which to enroll in the Leave Bank.
h. A bargaining unit member who elects to become a member of the Leave Bank remains a member for the entire school year. A member of the Leave Bank ceases to be a member upon his/her termination of employment in the School Corporation.
i. If the Bank falls below one hundred (100) 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 Leave Bank.
j. If at the start of the school year there are at least one hundred (100) days in the Leave Bank, there shall be no contributions to the Leave Bank except by bargaining unit members wishing membership status and new contracted members.
k. Membership in the Leave Bank shall be automatically continued from one school year to the next unless the member indicates in writing his/her election to withdraw from the Leave Bank. Such withdrawal must so be indicated during the annual enrollment period.
l. All donated days lose their identity and are considered a permanent contribution and not transferable.
m. Once a member has dropped out of the Leave Bank Program, he/she must donate two (2) days to regain membership in the program.

3. Eligibility

Applicants to the Bank must satisfy the following criteria:

a. Members must deplete their available leave before using the Bank.
b. The Bank days shall take effect immediately following the exhaustion of the available leave days providing the above conditions have been met.
c. The number of days to be granted per member per school year shall be at the discretion of the Leave Bank Committee with the maximum number of days given in any one year to be forty-five (45).
d. Any teacher who is currently repaying days to the bank shall not be eligible to submit a request.
e. Any teacher who has accessed the emergency leave bank in previous years and has repaid the days to the Bank must re-enroll in the emergency leave bank to participate.

4. Leave Bank Committee

This committee shall consist of three (3) bargaining unit members appointed by the Association President and three (3) administrators appointed by the Superintendent.

5. Procedures

a. Written application must be made by the participating member of the Bank or a member of his/her family. 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 Bank prior to the time of need.
    (2.) The 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.
b. Applications for use may be made by the member's personal representative in cases where the individual employee is unable to do so.
c. The Leave Bank Committee will act upon each application and shall inform the applicant, or a member of the family, of the decision. In order to grant days to a teacher the Committee must act with a majority vote of the Members. The Leave Bank Committee shall report a written decision to the Executive Director of Human Resources and the Association President.
d. The administration of the Bank will be vested in the Leave Bank Committee.

6. Repayment of Loan

a. The recipient who remains in the employment of the School Corporation shall repay the Bank the borrowed days at the rate of at least three (3) days per year until the loan has been repaid. A teacher and his/her spouse who is also a teacher may elect to have this repayment made by the teaching spouse rather than the teacher who is obligated to repay. In order to elect this spousal repayment option, both the teacher and the teaching spouse must sign a letter and submit it to the Business Office. This election may be for one, some or all of the repayments. Such an election may be modified or rescinded by submitting a jointly signed letter to the Business Office. Such an election, modification, or rescission will be effective for the school year for which a jointly signed letter is on file by the first day of the teaching year.
b. A recipient who leaves the School Corporation and still owes days to the Leave Bank must transfer accumulated sick leave and personal business leave days to the Bank as payment toward the loan.
c. Any days not recovered by the Leave Bank in items a. or b. above shall be absorbed by the Bank upon termination of the individual's employment.

G. Maternity Leave

1. Maximum Leave

   A teacher who is pregnant shall be entitled, upon request, to a leave of absence to begin at any time after the commencement of her pregnancy and to extend through one (1) year following the birth of the child.

2. Minimum Leave

   The leave shall begin when the teacher and the teacher's physician determine that she is no longer able to fulfill the requirements of her position, and shall end no earlier than at the time the teacher and the teacher's physician determine that she is then able to fulfill the requirements of her position.

3. Notice and Time of Leave

   A teacher shall notify the Superintendent in writing of the intention to take such leave as soon as possible and shall give such notice at least thirty (30) days prior to the date on which the leave is to begin, except in the case of medical emergency. Such notification shall also state the time of the intended return to teaching. If the teacher does not intend to resume teaching duties, this notice shall set forth the effective date of the teacher's resignation. Teachers are encouraged to commence and terminate such leaves to coincide with the end of a grading period. Written notice to extend a maternity leave for the following school year must be received on or before March 1. A teacher who is on maternity leave may request to be placed in a vacant teaching position for which she is certified prior to the date of return originally stated.

   If the one (1) year leave concludes during a school year, an extension may be granted up to the conclusion of that school year upon the request of the teacher if the teacher makes her request in writing to the Superintendent at least fifteen (15) days prior to the original time of return. If this deadline is not met, the request for extension may still be granted but at the discretion of the Superintendent.

4. Pregnancy Disability Benefit
   A teacher who takes a maternity leave during the school year will be granted as part of that leave ten (10) consecutive paid days without the loss of compensation beginning with the birth of the child. This benefit shall not be used to extend the maternity leave.

5. Use of Sick Leave
   Any teacher taking a leave of absence under this section may use any days of sick leave that the teacher has accumulated under the School Corporation's sick leave policy. Such teacher may be required by the School Corporation to present a

physician's certificate of disability and/or personal physical inability to teach to justify such use of accumulated sick leave days. Such use of sick leave shall be limited to the teacher's personal disabilities directly related to the pregnancy and/or birth of the child.

6. Renewed Leave
   A teacher who is on leave pursuant to this paragraph who becomes pregnant may request an additional period of leave in accordance with the provisions of this section.

7. Maternity Leave Procedures Forms
   Maternity leave procedure forms shall be available on the Lawrence Township website under HR Forms.

H. Child Rearing/Parental Leave

Upon the birth of a child, the parent who is a teacher shall be granted ten (10) consecutive days as a parental leave benefit without loss of compensation. These days shall commence on the first day* following the birth of the child. This cannot be used to extend the parental leave beyond the thirty (30) days following the birth of the child.

* See Definitions. Article 1, Section B, pg. 5

1. Maximum Paid Leave
   When a child is born to a spouse or partner of a teacher, that teacher may use any days of medical leave, which the teacher has accumulated under the School Corporation's medical leave policy. The teacher may take such leave days at any time within thirty (30) days after the birth of the child, without being required to prove that family illness or accident has occurred.

2. Unpaid Leave
   Unpaid leave may continue for up to one (1) year following the birth of a child. The teacher granted leave shall have the right to maintain, at the teacher's sole expense (paying the full premium) all insurance benefits in which the teacher was enrolled at the time of the request. However, if the teacher qualifies for FMLA leave, the School Corporation will maintain its financial contribution to the teacher's insurance benefits during the teacher's FMLA leave. A teacher on unpaid leave must return with one (1) year following the birth of the child. However, the Superintendent and teacher, by mutual agreement, may agree to delay the teacher's return until the first day of the next grading period.

3. Notice and Time of Unpaid Leave
   A teacher shall notify the Superintendent in writing of the intention to take such leave as soon as possible and shall give such notice at least thirty (30) days prior to

the date on which the leave is to begin. Such notification shall also state the time of the intended return to teaching. If the teacher does not intend to resume teaching duties, this notice shall set forth the effective date of the teacher's resignation. Teachers are encouraged to commence and terminate such leaves to coincide with the end of a grading period. Written notice to extend a child rearing leave for the following school year must be received on or before March 1. A teacher who is on parental leave may request to be placed in a vacant teaching position for which the teacher is certified prior to the date of return originally stated.

I. Adoptive Leave

1. Maximum Leave

A teacher who legally adopts a child of any age shall be granted ten (10) days of leave without loss of compensation during the adoptive process. If a teacher, as part of the adoption process, is required to travel outside of the United States and Canada, and that travel cannot be concluded within the ten (10) school days, then that teacher will have an additional five (5) days of leave without loss of compensation during the adoption process. A teacher, who during the term of this contract legally adopts a child under the age of eight (8) years, may also request and shall be granted adoptive leave, without pay, for a period not to exceed one (1) year.

2. Notice and Time of Leave

A teacher shall notify the Superintendent in writing of the intention to take such leave without pay as soon as possible and shall give such notice at least thirty (30) days prior to the date on which the leave is to begin, except in cases where thirty (30) days' notice of the adoption is not given to the teacher. Such notification shall also state the time of the intended return to teaching. If the teacher does not intend to resume teaching duties, this notice shall set forth the effective date of the teacher's resignation. Teachers are encouraged to commence and terminate such leaves to coincide with the end of a grading period. If a teacher wishes to extend his/her adoptive leave within the one (1) year maximum time limit, such extension shall be granted provided the teacher makes his/her request in writing to the Superintendent at least fifteen (15) days prior to the original time of return. If this deadline is not met, the request for extension may still be granted but at the discretion of the Superintendent.

3. Renewed Leave

A teacher who is on leave pursuant to this paragraph who becomes pregnant may request an additional period of leave in accordance with the provisions of Section G of this article.

J. Disability Leave.

A teacher shall notify the Superintendent in writing of the intention to take such leave as soon as possible. A teacher who is suffering from a disability of a duration exceeding three (3) weeks shall be entitled, upon request, to a leave of absence of no more than one (1) year. Such disability shall include, but not be limited to, disability arising from major surgery, physical illness, physical injury, mental illness or severe emotional illness, but shall not include pregnancy or childbirth. The teacher must provide to the Superintendent in writing a return to work notice (three) 3 days in advance of the intended date he or she will return to work. In the event the teacher does not return to work at the end of the expected length of disability, then employment may end unless the teacher requests and is granted additional time off as outlined above.

1. Anticipated Disability

Where a disability can reasonably be anticipated, as in the case of a scheduled operation, the following rules shall apply:

a. The teacher requesting the leave shall notify the Superintendent of the expected time of leave as soon as is reasonably possible.
b. The leave of absence shall begin at the end of a grading period when possible.
c. If the teacher's condition is such that he/she is unable to teach during a period of time prior to the beginning of the leave, the School Corporation shall grant an earlier leave and may request a statement by the teacher's physician or psychotherapist as to the ability of the teacher to teach during this period.

2. Notice and Time of Return

A teacher shall notify the Superintendent in writing of the intention to take such leave as soon as possible and shall give such notice at least thirty (30) days prior to the date on which the leave is to begin, except in the case of medical emergency. Such notification shall also state the time of the intended return to teaching. If the teacher does not intend to resume teaching duties, this notice shall set forth the effective date of the teacher's resignation. Teachers are encouraged to commence and terminate such leaves to coincide with the end of the grading period. Written notice to extend a maternity leave for the following school year must be received on or before March 1. A teacher who is on maternity leave may request to be placed in a vacant teaching position for which he/she is certified prior to the date of return originally stated. If the one (1) year leave concludes during a school year, an extension may be granted up to the conclusion of that school year upon the request of the teacher if the teacher makes his/her request in writing to the Superintendent at least fifteen (15) days prior to the original time of return. If this deadline is not

met, the request for extension may still be granted but at the discretion of the Superintendent.

3. Use of Sick Leave

   Any teacher on disability leave may use any days of sick leave which the teacher has accumulated, but the teacher may be required to present a certificate of disability from the teacher's physician or psychotherapist to justify such use of accumulated sick leave days. In the event the teacher does not have enough accumulated sick leave days or income protection benefits to cover the total time of the disability leave, or in the event the teacher does not wish to use any or all of his/her accumulated sick leave, the teacher shall choose which days shall be allocated as sick leave during the disability leave. The remaining days of the leave shall then be without pay from the School Corporation.

4. Renewed Leave

   The School Corporation may extend such leave as needed by the teacher.

K. Leave for Assault and Battery

Time lost by a teacher in connection with a school related incident of assault and battery when a teacher was properly discharging his/her duties shall be handled as follows:

1. Time for an official appearance in court shall result in no loss of compensation or benefits and no reduction in accumulated leave.

2. The teacher's compensation and benefits shall continue in full to a maximum of ninety (90) days without reduction in accumulated leave for time and/or days missed for recuperation, therapy and/or medical appointments. Additional days may be granted at the discretion of the Superintendent.

3. Time needed to recuperate, when in doubt, shall be determined by the teacher's physician. The School Corporation may, at its option, require the certification of a physician of the School Corporation's choice to this effect.

L. Illness or Injury Covered by Workers' Compensation

A teacher who is absent from work because of an illness or injury which is covered by Worker's Compensation shall receive full compensation for the first (1st) five (5) teacher contract days of absence without reduction in accumulated sick leave. When the teacher begins receiving Worker's Compensation, the School Corporation shall pay the teacher the difference between the amount paid by Worker's Compensation and the teacher's per diem rate of pay for each day up to a maximum of ninety (90) days during that time the teacher receives Worker's Compensation. A teacher, who during the summer recess, is in the school building working in an appropriate work area and preparing for the teacher's upcoming assignments, will be considered to be in the "scope of school employment" for the purpose of the benefits provided by this Section.

M. Military Leave

Military leave shall be granted to any employee who is inducted or who enlists in any branch of the Armed Forces of the United States. Upon return from such leave, an employee shall be placed on the salary schedule at the level he/she would have achieved had he/she remained actively employed in the School Corporation during the period of his/her absence. The employee shall have up to thirty (30) days after release from active duty to notify the Board of his/her intention to return to the Corporation. If National Guard or Reserve encampment, or a period of active training due to an emergency situation should occur during the school year, the employee required to participate shall be granted a temporary leave of absence.

N. Legal Leave

A teacher called for jury duty shall receive full compensation for the required period of absence from assigned duty. A teacher called to appear before any judicial or administrative tribunal related to his/her teaching assignment shall receive full compensation for the required period of absence from assigned duty for such appearance. The teacher shall not be charged personal leave time for such absence(s). If the teacher earns a per diem allowance for jury duty on a legal leave day, the teacher shall forward to the School Corporation the per diem less the amount allowed by the court for expense. A teacher called for a school-related court appearance outside of jury duty during nonschool days shall be compensated at their hourly rate.

O. Professional Growth Leave

Upon application, a teacher may be given no more than one (1) year of leave, without pay, for the improvement of professional skills through advanced study, a teacher exchange program, service in public office, approved educational travel or work/study experience. If the professional growth experience requires additional time, the teacher may request an extension of this leave. Written notice to extend a professional growth leave for the following school year must be received on or before March 1. The Superintendent may grant this extension at his/her discretion.

A teacher shall notify the Superintendent in writing of his/her desire to take such leave as soon as possible and shall make such application at least sixty (60) calendar days prior to the date on which the leave is to begin. Such application shall also state the time of the intended return to teaching. Teachers are encouraged to commence and terminate such leaves to coincide with the end of a grading period. A teacher who is on professional growth leave may request a vacant teaching position for which he/she is certified prior to the date of return originally stated.

The Board may limit such leaves to one (1) percent of the certified Staff and, if more requests are received, make the final determination regarding which teachers shall receive such leaves.

P. General Provisions Relating to Leave for Care of a Family Member, Maternity Leave, Adoptive Leave, Disability Leave, Study Leave

1. Sick Leave and Personal Leave Accumulation.

If a teacher is on leave for a full school year, sick and personal leave shall not accumulate for that year. If a teacher is on leave for part of a school year, sick and personal leave shall accumulate as set forth in Sections B and C of this article.

2. Insurance Benefits.

   See Article V, Fringe Benefits.

3. Teachers' Retirement Fund.

   Credit toward the Teachers' Retirement Fund for a teacher on leave shall be governed by the rules of that fund.

4. Accumulation of Successive Years of Service.

   A teacher shall retain all rights existing at the time the leave commences regarding accumulated years of service.

5. Position to Which Teacher Returns.

   A teacher who returns from leave shall be guaranteed an assignment in any of his/her licensed areas within the School District. Any teacher who has been on leave for all of the previous school year shall be assigned at the commencement of the next school year in accordance with the provisions of this contract and applicable law. Such assignment shall be made as though the teacher had taken no leave, subject to dismissal for reduction in force in accordance with the provisions of Article V of this contract.

6. Verification of Leaves

   The School Corporation reserves the right to require written verification of the kind and dates for all leaves.

Q. Family and Medical Leave Act {FMLA) of 1993. The Board will comply with the Family Leave Act of 1993

In no case shall any leave currently listed in this article be diminished by the Family Medical Leave Act. As part of the Act, there is a health insurance benefit for the teacher.

R. Association Days

The Association shall be provided a total of thirty-five (35) days during the school year of released time to conduct Association business with a maximum of seven (7) used on any given day. However, this daily maximum does not apply to leave used for annual bargaining. Requests for Association days shall be made in writing and, when at all possible, at least three (3) days prior to such leave and shall be submitted to the Superintendent or his/her designee. The Association shall assume any expense incurred by the hiring of a substitute teacher.

The Association's Co-Presidents may be permitted, by the building principal or the principal's designee, to leave the school building immediately before or after the Co-President's teacher responsibilities are completed, without deducting this time from the number of Association Days, as long as leaving does not interfere with teaching responsibilities or full staff meetings previously announced by the administration.

When an Association representative is needed during the School day, the School District will provide class coverage for the representative and will not charge the Association an Association Day.

ARTICLE 5: FRINGE BENEFITS

A. General Provisions

1. A teacher on temporary contract shall have the same fringe benefits as any other teacher.

2. The appropriate person in the Administration Center shall assist any teacher in understanding the fringe benefits available.

3. The Association President and the Association Insurance Chairperson shall receive copies within two days of reviewing copies of all information received from the insurance carriers concerning changes in coverages, services and rates. Representatives of the Association shall be allowed to examine and copy all correspondence between the School Corporation and the insurance carriers other than that information and correspondence which pertains to any individual teacher or employee.

4. As soon as possible after enrollment and with any plan change thereafter, each teacher shall be provided an abstract of benefits for each plan in which he/she is enrolled.

5. It shall be the responsibility of the Board and the Association to notify the employees of the need for information when requested by the insurance company.

6. It shall be the responsibility of the teacher to notify the Board and fill out the appropriate forms when any change in marital or dependent status affects his/her insurance coverage. The Board shall be responsible for reporting changes in marital or dependent status to the insurance carrier in a timely manner.

7. A committee of equal representation up to five (5) representatives for each party shall meet, if such a meeting is requested by either party, to discuss insurance carriers, coverages, services, and/or costs. Such insurance committee has the authority to make recommendations to the Board based on the committee's findings provided these recommendations are mutually agreed upon by the Association's insurance committee representatives and the Board's insurance committee

representatives. If the Board does not accept the committee's recommendation(s), written reasons shall be provided to the committee.

B. Health Insurance

1. For each teacher participating in the health insurance plan, the following amounts shall be contributed by the District on a monthly basis towards the cost of premiums of the health insurance coverage elected by the employee.

   Effective until January 31, 2026

   Amounts listed are the maximum amount per month

	PPO1500	HSA3000	HSA5000
Single	1354.31	941.80	815.02
Employee + Children	2613.84	1817.70	1573.00
Employee + Spouse	3128.47	2175.57	2175.57
Family	3859.80	2684.14	2322.82

   Effective beginning February 1, 2026

   Amounts listed are the maximum amount per month

	PPO1500	HSA3000	HSA5000	CHN HSA
Single	1479.78	1029.05	890.53	843.55
Employee + CH	2856.01	1986.11	1718.74	1628.05
Employee + SP	3418.32	2377.14	2057.16	1948.63
Family	4217.41	2932.82	2538.03	2404.12

   For reference purposes, contribution levels appear in Appendix A-2.

   Employee contributions will be divisible by twenty-four (24).

   a. If both the employee and spouse are teaching in the School Corporation, the Board shall contribute an amount equal to the employee getting the HSA 3,000/$5,000 deductible plan at a cost of no more than $1 per year per individual.

   b. If the employee and spouse elect other than what is stated above and have dependents, the School Corporation will only contribute towards the cost of one (1) family plan.

   c. If said employee and spouse do not have any dependents on the plan, then they both must enroll in the HSA $3,000 deductible plan in order to receive their insurance benefit at $1 per year

2. Insurance Benefits

   A teacher who begins an unpaid leave during the school year shall have his/her insurance benefits paid for a time equal to the time worked under contract in proportion to the total year. A teacher on leave who is not being compensated for such leave or whose compensation for such leave has expired, may continue his/her insurance by paying an amount equal to the following month's premium to the School Corporation prior to the last day of each month. Such insurance coverage shall be subject to the permission of the applicable insurance carrier. Once received, the School Corporation shall remit such premiums to the insurance company. For the purposes of this section, once a teacher has commenced the unpaid portion of a leave, the teacher shall maintain such unpaid leave status in connection with insurance contributions even if the teacher is qualified for and takes sick leave within the period of the unpaid leave.

   The policies offered on February 1, 2026 shall remain in effect until changed by mutual agreement of both parties.

C. Dental Insurance

For each teacher participating in the dental insurance plan, the Board shall pay the following amounts toward the premiums. Employee contributions will be divisible by twenty-four (24).

The amount equal in cost to $381.12 shall be paid for each calendar year toward either the single or family dental plan that the teacher selects. If both the employee and spouse are teaching in the School Corporation, the Board shall contribute an amount equal to two single allotments that may be applied toward two single plans or one family plan. The current dental benefits shall continue until changed by mutual agreement of both parties.

D. Enrollment in Health and Dental Insurance

1. Any eligible teacher may enroll in any of the insurance plan(s) described in this contract. Such enrollment must take place within thirty (30) calendar days following their first day of contracted employment. Coverage shall begin as outlined by insurance company policy provisions.

2. New applications and reclassification applications that do not meet the above criteria are considered late entrants and will be subject to evidence of insurability. Acceptance or rejection notification will be made to the employee after submission of a medical application. Coverage will be effective at the next premium due date following application approval. Evidence of insurability will not be required if an individual loses coverage due to the death of a spouse, layoff of a spouse, or divorce; provided that application is made within thirty (30) calendar days of the event causing the loss of coverage. The applicant shall provide proof of loss of coverage.

3. A teacher who returns from a leave of absence and who has not elected to retain his/her insurance coverage while on leave, may enroll according to the same procedures as a newly employed teacher unless contrary to policy provisions.

4. For informational purposes only: Any teacher who teaches less than a full day, the Board shall pay a prorated amount toward the part-time teacher's fringe benefit.The prorated ratio shall be that ratio used to calculate a part-time teacher's salary

5. If a teacher was enrolled in the health and/or dental insurance plan(s) the preceding year, his/her coverage shall be continuous.

E. Termination of Health and Dental Insurance

1. Any teacher may terminate his/her health and/or dental insurance coverage at open enrollment or upon life changing event by notifying Benefits Coordinator in the Administration Center.

2. In case of termination of employment at the end of the school year, the following shall be applicable:

    a. The School Corporation shall continue to pay its proportionate share of the premiums for the health/and or dental insurance coverage for as long as the teacher is receiving his/her regular salary from the School Corporation.

    b. The School Corporation shall continue to pay the School Corporation's share of the cost of the health and/or dental insurance premiums through August 31 for any teacher who has taught in the School Corporation through the end of the school year but ceases to receive his/her regular salary from the School Corporation prior to August 31, provided the teacher deposits with the School Corporation such teacher's proportionate share of the insurance premium(s).

F. Long Term Disability Insurance

The Board shall make available long term disability insurance coverage for each teacher. Such coverage shall include but not be limited to sixty-six and two-thirds (66 2/3) percent of the teacher's current base contract salary. Such insurance payments shall begin after ninety (90) consecutive calendar days of disability. The Board shall pay the total cost of the premium less twenty-four (24) cents for tracking purposes.

G. Life Insurance

The Board shall provide sixty ($60,000) thousand dollars of term life insurance thereafter. For each teacher upon payment of twenty-four (24) cents by the teacher, such term life insurance provided by the Board shall be effective on the first (1st) day of the month following the first (1st) day of employment for a newly enrolled teacher. Teachers may purchase up to fifty thousand (50,000) dollars of additional term life insurance within the insurance company provisions.

H. Liability Insurance

The Board shall provide the same liability insurance coverage for teachers as is provided for building administrators. The Board shall pay the cost of such insurance coverage for teachers.

I. Health Examination Cost

The cost of any health examination or test required by the Board shall be paid by the Board. The physician, place, and time shall be mutually agreed upon by the Board and the teacher.

J. Vision Insurance

There shall be vision insurance available for each teacher in the School Corporation. The Board shall pay the equivalent of the total single premium of the vision insurance for each teacher enrolled in the vision insurance plan less twenty-four (24) cents for tracking purposes.

K. Section 125

The parties agree to continue Section 125 Generation I and Generation II and employees shall pay the fee charged for Generation II.

L. Expanded Background Checks

The School Corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10.

ARTICLE 6: RETIREMENT

A. Overview of Retirement Benefits

The specific retirement benefits will vary for teachers depending upon which classification is applicable to a teacher. Teachers employed prior to the 2007-2008 school year were eligible for one of the following two Benefit Options:

1. Transition Option Benefits as provided Appendix I below.
2. Retirement Restructuring Program Benefits as provided in Section B below.

The above benefit options are still included in this contract for historical reference for retirees.

Retirement Benefits for teachers whose first day of teaching was after the 2007-2008 school year or a teacher who resumed teaching after the 2007-2008 school year after a separation of employment will qualify for the benefit option set forth in Section D.

Teachers retiring prior to the 2008-2009 school year shall be governed by the respective Collective Bargaining Agreement in effect at the lime of the teacher's retirement.

B. Retirement Benefits for Teachers Participating in the Retirement Restructuring Program.

1. Eligibility

Teachers employed during (1) both the 2007-2008 and 2008-2009 school years, and (2) who were enrolled in the School District's (i) medical and pharmacy, (ii) dental and/or vision insurance program during the 2007-2008 school year will receive a buyout of their current bridge benefits provided by the 2005-2008 Collective Bargaining Agreement with the exception of the following:

- Teachers who (1) are fifty-nine (59) years of age or older on or before November 1, 2008, and (2) file on or before November 1, 2008 (received by the date), a written irrevocable notice of election to receive the transition retirement benefits (the retirement benefits which were in the 2005-2008 Collective Bargaining Agreement and as set forth in this Section) will receive such benefits upon retirement.

2. Retirement Restructuring Lump Sum Contribution.

In response to both the mandate and opportunity provided by Public Law 253 (Acts of 2001) commonly known as Senate Enrolled Act 199 the Association and the School District engaged in a retirement restructuring review for several years culminating in an agreement in 2008.

As a result of this restructuring, teachers (1) who do not elect the transition option benefits of Article XII1, Section B or who (2) do not qualify for retirement benefits pursuant to Article XII, Section D, will receive a one-time lump sum buy-out contribution.

A teacher's eligibility and the data for determining the amount of the lump sum data will be frozen as of the 2007-2008 school year.

The amount of the buy-out contribution was actuarially determined and the amount of the buy-out contribution is set forth in a "Retirement Restructuring Buyout of Medicare Bridge Benefit Program Memorandum of Agreement" by and between the School District and the Association. The amount of the buy-out specified in the Memorandum of Agreement is enforceable through the grievance procedure of the Agreement. These contributions will be deposited on or before November 15, 2008.

The lump sum buyout will be deposited into a separate account for each eligible teacher in the Retirement 501(c)(9) Trust ("Retirement VEBA") with the exception of the following contribution:

Teachers who would be eligible for a buy-out above in paragraph one (1) but are in dental only, vision only, or dental/vision, will receive a prorated buy-out to the equivalent of a buy-out toward a health insurance program as to those teacher's

current respect premiums (dental only, vision only, dental/vision). These amounts will not be deposited in the Retirement VEBA but will be deposited in the teacher's 401(a) account.

If there are any fees charged by the VEBA vendor for the active teachers prior to their retirement, the School District will reimburse for the first four (4) years following the deposit date any fees charged by depositing an amount equal to the fee or fees charged to the account. After the third year (November 2011) a joint committee of up to three (3) Association members and up to three (3) administrators will review the current VEBA vendor with the purpose of determining whether the vendor should be changed for the Retirement VEBA Plan.

Since this Retirement Restructuring Program is a replacement for the benefits provided for in Article XIII, Section C, that contribution to eligible teachers will not vest until the teacher has a total of ten (10) years or more of service in the Metropolitan School District of Lawrence Township and reaches the age of fifty (50) years.

A teacher who qualifies for and is receiving benefits from the Metropolitan School District of Lawrence Township Long Term Disability Insurance Plan will continue to accrue years of service credit.

Teachers on approved leave will accrue years of service for vesting if the teacher's approved leave pursuant to the Collective Bargaining Agreement grants service credit for salary schedule placement.

Teachers on recall who were laid off by the School District will continue to accrue years of service for vesting until the earlier of the following events:

a three (3) years on the recall list when the teacher's recall rights terminate; or

b rejects a recall offer to a position for which the teacher is licensed.

In the event that either of the above two (2) events occur and the teacher has not become vested then the value of the teacher's account will be forfeited to the Plan and will be reallocated.

A teacher meeting the above vesting requirement will become fully vested. A teacher whose employment is terminated prior to vesting or who is on recall status and a forfeiting event occurs prior to vesting will have the then current value of the Retirement Restructuring Buy-Out Payment reallocated at the end of each school year among the then remaining separate Retirement Restructuring Buy-Out Payment accounts in a similar ratio for the reallocation as was the ratio for the initial deposit of the remaining accounts.

3. Service Credit

Eligibility

A teacher currently employed by the School Corporation who retires from the School Corporation at age fifty (50) or more before September 1st of the next contract year and who has been employed therein for at least ten (10) years or who becomes permanently disabled with at least ten (10) years of employment therein, shall be eligible to receive a service credit. If a teacher currently employed by the School Corporation who has attained age fifty (50) or more before September 1st of the next contract year and who has been employed for at least ten (10) years in the School Corporation becomes deceased, his/her estate shall receive his/her service credit based on the computations outlined in this section.

Notification

In order to receive the service credit provided in this section, a teacher must provide the Human Resources Office a written letter of intent to retire setting forth a retirement date. Such letter of intent shall be submitted no later than 2 weeks prior to the first teacher day of the school year in which the teacher will retire. This requirement may be waived if retirement is due to serious illness or disability.

Payout

Any teacher who retires after July 1, 2024 shall receive service credit in the amount of be one hundred dollars ($100.00) for each day of unused, accumulated medical leave and any unused, accumulated personal leave days (maximum of five (4) personal days). This amount shall be paid to the teacher on his/her payday following his/her last teacher day. Any additional unused medical leave or personal leave days credited for the current school year in which the teacher will retire shall be pro-rated as of the last teacher day.

4. Health Insurance Benefits During Retirement

a. *Retired Teacher Eligibility*

A faculty member who chooses to retire may continue to participate in the health insurance program at the same level they were at the time of retirement or on a single plan at the faculty member's option in the group health insurance program provided by the Board, if that teacher meets the following three qualification requirements:

(1) Is at least age fifty (50) on the first day of retirement;

(2) Has at least 10 years of service in the School Corporation; and

(3) Either is:

(a) Enrolled in the group health insurance, dental and/or vision plan at the time of retirement; or

(b) otherwise is eligible pursuant to the Plan and IC 5-10-8-2.6(G).

The right to continue membership is contingent upon the retired teacher timely submitting insurance premiums and will continue until the month the retired teacher is eligible for Medicare.

The right to continue participating in the School Corporation's group health insurance plan will terminate upon the earliest date the retiree is eligible for Medicare. If a faculty member fails to pay his/her premium on time, he/she will automatically be dropped from the program at the end of the thirty (30) days and shall not be reinstated.

b. Spouse of Retired Teacher Eligibility

A teacher who is covered along with his/her spouse by the group health insurance plan at the time of the teacher's retirement may continue coverage with the spouse either through a family or two single membership plans. All future teacher retirees after July 1, 2016 who are covered along with his/her spouse by the group health insurance plan at the time of the teacher's retirement may continue coverage with the spouse through an Employee and Spouse membership plan. A retiring teacher who is not a member of the group health insurance plan at the time of retirement or otherwise is eligible pursuant to the Plan and IC 5-10-8-2.6(G). Additionally, a teacher who meets the qualifications of subsection (1) above but dies before actually retiring, an eligible teacher's surviving spouse may elect to continue to participate if the spouse was enrolled in the group health insurance program on the day of the teacher's death.

The right of a spouse to continue to participate in the group health insurance plan will continue until it is terminated based upon the occurrence of the earlier of the following events:

(1) The earliest date the spouse is eligible for Medicare;

(2) Thirty (30) days following the failure to pay on time the health insurance premiums;

(3) If the retiring teacher is alive, the divorce of the retiring teacher and the spouse; or

(4) If the teacher is deceased at the time the spouse remarries.

5. Retirement Savings Plan the School District's 401(a) Tax Deferred Program

The School District's 401(a) Tax Deferred Program. Teachers shall have the opportunity to participate with any approved vendor in the School District's 401(a) Tax Deferred Program. Vendors become approved vendors by complying with the

School District's 401(a) Plan requirements and being mutually approved by the LEA and the School District. These programs, though provided to teachers, are not endorsed by either the Association or the Board.

Teachers who make employee elective contributions to any district approved tax deferred company are eligible to participate in the Tax Deferred Annuity Match Savings Plan. The Board contribution will be made to a district approved vendor.

The Board of Education will contribute an amount equal to the Teacher's contribution up to three percent (3.75%) as a match to the teacher's account in the 401(a) plan for the 2024- 2025 school year and thereafter. The Board of Education will contribute an additional .25% match to the teacher's account in the 401(a) plan contingent upon the February 2025 ADM student count of 50 or more new students greater than the September 2024 ADM. The additional .25% match shall be effective the first payroll following the February 2024 ADM count.

Teachers who choose not to participate in this program will not be able to claim the Board's contribution to this plan in some other form of compensation or benefits. Teachers whose employment first commences after the 2000-2001 school year will have a one (1) year period before they are vested in the Matching Annuity Plan for any of the Board's contribution.

C. Retirement Benefits for Teachers whose First Day of Teaching was after the 2007-2008 School Year or a Teacher Who Resumes Teaching After the 2007-2008 School Year Following a Separation of Employment

1. Eligibility.

   A teacher whose first day of teaching or who resumes teaching after a separation of employment after the 2007-2008 school year will receive retirement benefits only under this section.

2. Service Credit.

   Eligibility

   A teacher currently employed by the School Corporation who retires from the School Corporation at age fifty (50) or more before September 1st of the next contract year and who has been employed therein for at least ten (10) years or who becomes permanently disabled with at least ten (10) years of employment therein, shall be eligible to receive a service credit. If a teacher currently employed by the School Corporation who has attained age fifty (50) or more before September 1st of the next contract year and who has been employed for at least ten (10) years in the School Corporation becomes deceased, his/her estate shall receive his/her service credit based on the computations outlined in this section.

Notification

In order to receive the service credit provided in this section, a teacher must provide the Human Resources Office a written letter of intent to retire setting forth a retirement date. Such letter of intent shall be submitted no later than 2 weeks prior to the first teacher day of the school year in which the teacher will retire. This requirement may be waived if retirement is due to serious illness or disability.

Payout

The amount of the service credit shall be one hundred dollars ($100.00) for each day of unused accumulated medical leave and any unused, accumulated personal leave days(maximum of four (4) personal days). This service credit shall be deposited in the teacher's account with a School District's Qualified Tax Deferred Plan as soon as administratively possible after the last day the teacher receives pay before they retire. This amount shall be paid to the teacher on his/her payday following his/her last teacher day. Any additional unused medical leave or personal leave days credited for the current school year in which the teacher will retire shall be pro-rated as of the last teacher day. This service credit shall be deposited in the teacher's account with a School District's Qualified Tax Deferred Plan as soon as administratively possible after the last day the teacher receives pay before they retire.

3. Health Insurance Benefits During Retirement

   a. *Retired Teacher Eligibility.*

      A faculty member who chooses to retire may continue to participate in the health insurance program at the same level they were at the time of retirement or on a single plan at the faculty member's option in the group health insurance program provided by the Board, if that teacher meets the following three qualification requirements:

      (1) Is at least age fifty (50) on the first day of retirement;

      (2) Has at least 10 years of service in the School Corporation; and

      (3) Either is:

         (a) Enrolled in the group health insurance, dental and/or vision plan at the time of retirement; or

         (b) otherwise is eligible pursuant to the Plan and IC 51082.6(G).

      The right to continue membership is contingent upon the retired teacher timely submitting insurance premiums and will continue until the month the retired teacher is eligible for Medicare.

      The right to continue participating in the School Corporation's group health insurance plan will terminate upon the earliest date the retiree is eligible for

Medicare. If a faculty member fails to pay his/her premium on time, he/she will automatically be dropped from the program at the end of the thirty (30) days and shall not be reinstated.

b. Spouse of Retired Teacher Eligibility.

A teacher who is covered along with his/her spouse by the group health insurance plan at the time of the teacher's retirement may continue coverage with the spouse either through a family or two single membership plans. All future teacher retirees after July 1, 2016 who are covered along with his/her spouse by the group health insurance plan at the time of the teacher's retirement may continue coverage with the spouse through an Employee and Spouse membership plan. A retiring teacher who is not a member of the group health insurance plan at the time of retirement or otherwise is eligible pursuant to the Plan and IC 5-10-8-2.6(G). Additionally, a teacher who meets the qualifications of subsection (1) above but dies before actually retiring, an eligible teacher's surviving spouse may elect to continue to participate if the spouse was enrolled in the group health insurance program on the day of the teacher's death.

The right of a spouse to continue to participate in the group health insurance plan will continue until it is terminated based upon the occurrence of the earlier of the following events:

(1) The earliest date the spouse is eligible for Medicare;

(2) Thirty (30) days following the failure to pay on time the health insurance premiums;

(3) If the retiring teacher is alive, the divorce of the retiring teacher and the spouse; or

(4) If the teacher is deceased at the time the spouse remarries.

4. Retirement Savings Plan.

a. The School District's 403(b) Tax Deferred Program.

The School District's 403(b) Tax Deferred Program. Teachers shall have the opportunity to participate with any approved vendor in the School District's 403(b) Tax Deferred Program. Vendors become approved vendors by complying with the School District's 403(b) Plan requirements and being mutually approved by the LEA and the School District. These programs, though provided to teachers, are not endorsed by either the Association or the Board.

Teachers who make employee elective contributions to any district approved tax deferred company are eligible to participate in the Tax Deferred Annuity

Match Savings Plan. The Board contribution will be made to a district approved vendor.

The Board of Education will contribute an amount equal to 3.75% match to the teacher's account in the 403(b) plan for the 2012-2013 school year and thereafter.

Teachers who choose not to participate in this program will not be able to claim the Board's contribution to this plan in some other form of compensation or benefits. Teachers whose employment first commences after the 2000-2001 school year will have a one (1) year period before they are vested in the Matching Annuity Plan for any of the Board's contribution.

b. Replacement Contribution to 401(al Plan for the Elimination of the Medicare Bridge Benefit Program.

Teachers whose employment starts for the first time or recommences after a separation of employment beginning with the 2008-2009 school year no longer will be eligible for the current retirement bridge benefits. These teachers will receive a supplemental contribution to the 401(a) plan in the amount of one percent (1%) of their salary on the salary schedule for each of their first three (3) years. The vesting for this contribution will be five (5) years.

ARTICLE 7: GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is an alleged violation, claimed misinterpretation or misapplication of a specific article or section of this contract.
2. The terms "teacher" and "grievant" shall include any individual in the bargaining unit, group of individuals in the bargaining unit, or the Association.

B. General Conditions

1. All formal grievances shall be submitted in writing on the form that appears in Appendix C. Such forms shall be provided by the Association.
2. Each written grievance shall contain a clear, concise statement of the grievance, the issue involved, and shall in each instance state the specific alleged violation and the remedy recommended.
3. Individual written grievances and appeals of grievances shall be signed by the teacher and the Association. All other grievances shall be signed by the Association.
4. After a grievance has been filed, no consultation or discussion concerning the grievance shall exist outside the grievance procedure.

5. Any grievance not presented at the appropriate level within forty-five (45) days of the time the grievant knew or reasonably should have known of the alleged violation shall be deemed waived.
6. All steps of the grievance procedure shall be conducted outside the regular teacher day or at a mutually agreed upon time.
7. Time limits may be extended only by mutual agreement signed by both parties.
8. Any grievance not advanced from one (1) step to the next within the time limits shall be deemed resolved by the answer at the previous step.
9. No information, witness, or documentation may be used in any arbitration proceeding unless it has been made known to the other party prior to the arbitration hearing.
10. Decisions rendered shall be submitted in writing.
11. All decisions rendered must be signed by the administrator making the decision.
12. Any grievance that arises during the effective dates of this contract or during any status quo period of this contract shall be processed to conclusion.
13. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants and shall not be considered in the assignment, transfer, promotion, or any job related matter.

C. Informal Level

The parties herein encourage a teacher having a potential grievance to discuss the problem with his/her principal or other appropriate administrator prior to recourse to the formal grievance procedure. At such discussion either party may be accompanied by representative(s) of his/her choice. The administrator shall not initiate any discussion with the grievant concerning the potential grievance prior to the arranged discussion. The parties agree that any teacher has the right to file and process a grievance pursuant to this grievance procedure and that no action shall be taken against a teacher for voicing an intent to file, filing, or processing a grievance. If a grievance is filed by an individual teacher, the Association shall be notified and copies provided within five (5) days.

D. Formal Level

1. Level One

If the potential grievance is not solved through discussion with the principal or appropriate administrator, a written grievance must be filed with the Executive Director of Human Resources. Within ten (10) days after receipt of the written grievance, the Executive Director of Human Resources or other designated

administrator shall meet with the grievant and his/her representative(s) if he/she chooses to bring a representative(s). Following that meeting a written answer shall be prepared and delivered to the grievant and the Association within five (5) days.

2. Level Two

   Within ten (10) days after receiving the decision of the Executive Director of Human Resources the Association may appeal the decision to the Superintendent. The Superintendent shall hold a hearing within ten (10) days of receipt of the appeal. The Superintendent shall submit his decision in writing within five (5) days following the hearing. A written decision shall be delivered to the grievant and the Association.

ARTICLE 8: TERM OF CONTRACT

This contract shall be effective as of July 1, 2025 and shall remain in effect through June 30, 2026, with the exception of those provisions which specifically go into effect and/or expire by their own terms at such other dates.

NON-REPRISAL

There shall be no reprisal of any kind taken by the Board or its agents against any employee for any actions related to the bargaining of this agreement.

ARTICLE 9: ATTESTATION OF HEARING AND MEETINGS

A. A public hearing was held on August 19, 2025 in compliance with Ind. Code 20-29-6- 1(b), and electronic participation from the parties and/or public was not permitted.

B. A public meeting was held on November 10, 2025 in compliance with Ind. Code 20-29-6- 19 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

C. A public meeting to ratify this agreement was on November 14, 2025 and electronic participation from the governing body and/or public was not permitted.

This agreement is so attested to by the parties who signatures appear below.

Dated the 14th date of November, 2025

M.S.D. LAWRENCE TOWNSHIP

President, Board of Trustees

Secretary, Board of Trustees

LAWRENCE EDUCATION ASSOCIATION

President, LEA

Vice President, LEA

APPENDIX A-1

STARTING SALARY PLACEMENT

Years of Experience	Bachelors	Masters
0	52,685	53,739
1	53,534	54,706
2	54,396	55,691
3	55,271	56,694
4	56,161	57,714
5	57,065	58,753
6	57,984	59,810
7	58,918	60,887
8	59,866	61,983
9	60,830	63,099
10	61,809	64,235
11	62,805	65,391
12	63,816	66,568
13	64,843	67,766
14	65,887	68,986
15	66,948	70,228
16	68,026	71,492
17	69,121	72,778
18	70,234	74,088
19	71,365	75,422
20	72,514	76,780
21	73,681	78,162
22	74,867	79,569
23	76,073	81,001
24	77,297	82,459
25	78,542	83,943
26	79,806	85,454
27	81,091	86,992
28	82,397	88,558
29	83,724	90,152
30	85,071	91,775

APPENDIX A-2

METROPOLITAN SCHOOL DISTRICT OF LAWRENCE TOWNSHIP INSURANCE PREMIUMS

Effective Until January 31, 2026

	Total Monthly Premium	Employee Monthly Premium	MSDLT Monthly Premium	Employee 24 Deduction	MSDLT 24 Deduction
PPO1500					
Single	$1,354.31	$503.80	$850.51	$251.90	$425.25
EE+Children	$2,613.84	$1,210.21	$1,403.63	$605.10	$701.82
EE+Spouse	$3,128.47	$1,442.22	$1,686.25	$721.11	$843.12
Family	$3,859.80	$1,864.28	$1,995.52	$932.14	$997.76
HSA3000					
Single	$941.80	$144.09	$797.70	$72.05	$398.85
EE+Children	$1,817.70	$479.88	$1,337.83	$239.94	$668.91
EE+Spouse	$2,175.57	$574.35	$1,601.22	$287.18	$800.61
Family	$2,684.14	$775.72	$1,908.42	$387.86	$954.21
HSA5000					
Single	$815.02	$38.30	$776.72	$19.15	$388.36
EE+Children	$1,573.00	$237.52	$1,335.48	$118.76	$667.74
EE+Spouse	$1,882.73	$284.30	$1,598.43	$142.15	$799.22
Family	$2,322.82	$418.11	$1,904.71	$209.05	$952.36

Effective February 1, 2026

	Total Monthly Premium	Employee Monthly Premium	MSDLT Monthly Premium	Employee 24 Deduction	MSDLT 24 Deduction
PPO1500					
Single	$1,479.78	$631.10	$848.68	$315.55	$424.34
EE+Children	$2,856.01	$1,396.80	$1,459.21	$698.40	$729.61
EE+Spouse	$3,418.32	$1,671.81	$1,746.52	$835.90	$873.26
Family	$4,217.41	$2,136.23	$2,081.18	$1,068.12	$1,040.59
HSA3000					
Single	$1,029.05	$157.44	$871.61	$78.72	$435.81
EE+Children	$1,986.11	$524.34	$1,461.77	$262.17	$730.89
EE+Spouse	$2,377.14	$627.56	$1,749.58	$313.78	$874.79
Family	$2,932.82	$847.59	$2,085.23	$423.80	$1,042.62
HSA5000					
Single	$890.53	$41.85	$848.68	$20.93	$424.34
EE+Children	$1,718.74	$259.53	$1,459.21	$129.77	$729.61
EE+Spouse	$2,057.16	$310.64	$1,746.52	$155.32	$873.26
Family	$2,538.03	$456.85	$2,081.18	$228.43	$1,040.59
CHN HSA					
Single	$843.55	$39.64	$803.91	$19.82	$401.96
EE+Children	$1,628.05	$245.84	$1,382.21	$122.92	$691.11
EE+Spouse	$1,948.63	$294.25	$1,654.38	$147.13	$827.19
Family	$2,404.12	$32.74	$1,971.38	$216.37	$985.69

APPENDIX B

METROPOLITAN SCHOOL DISTRICT OF LAWRENCE TOWNSHIP EXTRACURRICULAR SALARY SCHEDULE

Note: Number of positions is not negotiated and is for reference only.

Athletics	**Salary**
Baseball	
HS Head (2)	$6,000
HS Asst./JV (6)	$3,900
MS (4)	$2,700
Softball	
HS Head (2)	$6,000
HS Asst./JV	$3,900
MS (4)	$2,700
Soccer	
HS Head Mens (2)	$6,000
HS Head Womens (2)	$6,000
HS Asst. Mens (4)	$3,900
HS Asst. Womens (4)	$3,900
HS Freshman Mens (2)	$3,200
HS Freshman Womens (2)	$3,200
MS Head Mens (2)	$2,700
MS Head Womens (2)	$2,700
MS Assistant Mens (2)	$2,000
MS Assistant Womens (2)	$2,000
Swimming	
HS Head Mens (2)	$6,500
HS Head Womens (2)	$6,500
HS Asst. Mens (2)	$3,900
HS Asst. Womens (2)	$3,900
MS Head (2)	$2,700
MS Asst. (2)	$2,200
Diving	
HS Mens (2)	$3,900
HS Womens (2)	$3,900
Tennis	
HS Head Mens (2)	$6,000
HS Head Womens (2)	$6,000
HS Asst. Mens (2)	$3,900
HS Asst. Womens (2)	$3,900
MS Mens (2)	$2,700

MS Womens (2)	$2,700
MS Asst Coach Mens (2)	$2,000
MS Asst Coach Womens (2)	$2,000
Golf	
HS Head Mens (2)	$5,000
HS Head Womens (2)	$5,000
HS Asst. Mens (2)	$3,900
HS Asst. Womens (2)	$3,900
MS Mens (2)	$2,700
MS Womens (2)	$2,700
MS Asst Coach Mens (2)	$2,000
MS Asst Coach Womens (2)	$2,000
Cross Country	
HS Head Mens (2)	$6,000
HS Head Womens (2)	$6,000
HS Asst. Mens (2)	$3,900
HS Asst. Womens (2)	$3,900
HS Freshman Mens (2)	$3,200
HS Freshman Womens (2)	$3,200
MS Mens (2)	$2,700
MS Womens (2)	$2,700
MS Asst Coach Mens (2)	$2,000
MS Asst Coach Womens (2)	$2,000
Track & Field	
HS Head Mens (2)	$6,000
HS Head Womens (2)	$6,000
HS Asst. Mens/JV (6)	$3,900
HS Asst. Womens/JV (6)	$3,900
HS Freshman Mens (4)	$3,200
HS Freshman Womens (4)	$3,200
HS Head Unified (2)	$2,200
HS Asst. Unified (2)	$2,200
MS Head Mens (2)	$2,700
MS Head Womens (2)	$2,700
MS Asst Coach Mens (4)	$2,200
MS Asst Coach Womens (4)	$2,200
MS Unified (2)	$1,200
Football	
HS Associate (4)	$6,000
HS Asst. (10)	$4,800

HS Head Freshman (2)	$3,900
HS Asst. Freshman (6)	$3,200
HS Head Unified Football (1)	$1,400
HS Asst. Unified Football (1)	$1,000
HS Head Womens Flag Football (2)	$2,700
HS Asst. Womens Flag Football (2)	$2,200
MS Head 7th (2)	$3,200
MS Head 8th (2)	$3,200
MS Asst. 7th (4)	$2,700
MS Asst. 8th (4)	$2,700
Basketball	
HS Associate Mens (2)	$6,000
HS Associate Womens (2)	$6,000
HS Asst./JV Mens (4)	$4,800
HS Asst./JV Womens (4)	$4,800
HS Head Freshman Mens (2)	$3,900
HS Head Freshman Womens (2)	$3,900
HS Asst. Freshman Mens (2)	$3,200
HS Asst. Freshman Womens (2)	$3,200
MS Head 7th Mens (2)	$3,200
MS Head 8th Mens (2)	$3,200
MS Head 7th Womens (2)	$3,200
MS Head 8th Womens (2)	$3,200
MS Asst. 7th Mens (2)	$2,200
MS Asst. 8th Mens (2)	$2,200
MS Asst. 7th Womens (2)	$2,200
MS Asst. 8th Womens (2)	$2,200
6th Grade Mens (11)	$1,000
6th Grade Womens (11)	$1,000
Lacrosse	
HS Head Mens (2)	$6,000
HS Head Womens (2)	$6,000
HS Asst. Mens (2)	$3,900
HS Asst. Womens (2)	$3,900
MS Head Mens (2)	$1,500
MS Head Womens (2)	$1,500
MS Asst. Mens (2)	$1,000
MS Asst. Womens (2)	$1,000
Wrestling	
HS Head Mens (2)	$6,000

HS Head Womens (2)	$6,000
HS Asst./JV Mens (6)	$3,900
HS Asst./JV Womens (6)	$3,900
MS Head (2)	$2,700
MS Asst. (2)	$2,200
MS Wrestlerette (2)	$2,000
Volleyball	
HS Womens Head (2)	$6,000
HS Mens Head (2)	$6,000
HS Womens Asst./JV (4)	$3,900
HS Mens Asst./JV (4)	$3,900
HS Womens Head Freshman (2)	$3,200
HS Mens Head Freshman (2)	$3,200
MS Womens Head (4)	$2,700
MS Mens Head 7th (2)	$2,700
MS Men Head 8th (2)	$2,700
Cheerleading	
HS Varsity Fall (2)	$3,900
HS Varsity Winter (2)	$3,900
HS JV Fall (2)	$2,150
HS JV Winter (2)	$2,150
HS Freshman Fall (2)	$2,000
HS Freshman Winter (2)	$2,000
MS Fall (2)	$2,700
MS Winter (2)	$2,700
HS Equipment Manager (Fall/Winter/Spring) (2)	$1,700
Performing Arts	**Salary**
High School	
HS Marching Band Director (2)	$15,000
HS Assistant Marching Band Director (2)	$8,000
HS Performing Arts Event Coordinator (2)	$3,000
HS Marching Band Color Guard (2)	$3,900
HS Winter Color Guard (2)	$3,000
HS Show Choir Director (4)	$5,300
HS Show Choir Choreographer (4)	$4,300
HS Dance Team Coach (2)	$3,000
HS Vocal/Choir Director (4)	$4,800
HS Gospel Choir (2)	$4,000
HS Head Concert (4)	$4,800

HS Head Jazz (2)	$3,200
HS Assistant Jazz (2)	$2,000
HS Pep Band (2)	$2,500
HS Orchestra Director (2)	$4,800
HS Asst. Orchestra (2)	$2,000
HS Accompanist, Assoc. Orchestra, Show Choir (2)	$2,000
HS Musical Keyboard Accompanist (2)	$1,000
HS Dramatics (2)	$3,900
HS Show Choir Instrumental Director (4)	$2,500
HS Stage Craft Production (2)	$3,500
HS Winter Percussion Director (2)	$3,900
HS Musical Director (2)	$3,900
HS Musical Vocal Director	$2,500
HS Musical Choreographer (2)	$2,500
HS Pit Orchestra Director (2)	$2,500
HS Musical Sectional Coach (4)	$1,000
HS Sound Engineer (2)	$1,500
HS Lighting Engineer (2)	$1,500
Middle School	
MS Band Director (4)	$3,000
MS Choir Director (4)	$3,000
MS Drill Team (2)	$2,000
MS Jazz (2)	$2,000
MS Orchestra (2)	$3,000
MS Show Choir Director (2)	$3,000
MS Drama Director (2)	$1,500
MS Winter Guard Director combined (1)	$3,000
MS Asst. Winter Guard (2)	$1,600
Activities/Clubs	
High School	**Salary**
HS Junior Class Sponsor (2)	$2,000
HS Event Supervisor (2)	$3,000
HS Academic Coach (10)	$2,200
HS Chess Team (2)	$2,200
HS Debate Team (2)	$2,200
HS Dance Marathon Coach (2)	$2,200
HS AP Coordinator (2)	$1,500
HS IB Coordinator (2)	$2,000
MCIT Club Sponsor (5)	$1,950

HS Speech (2)	$2,200
HS Student Council (2)	$2,200
HS National Honor Society (2)	$2,200
HS National Tech Honor Society (1)	$2,200
HS Head Intramurals (2)	$3,900
HS Yearbook (2)	$3,900
HS Newspaper (2)	$3,900
HS LC/LN Club (12)	$1,950
HS Best Buddies (2)	$2,200
HS Robotics Team Leader (1)	$3,900
HS Asst. Robotics Team Leader (1)	$2,200
Dream Team at LN (1)	$2,200
Latino Club at LC (1)	$2,200
HS Hispanic Honor Society (2)	$2,200
Health Occupation Students of America (HOSA) (1)	$2,200
HS eLearning Coach (11)	$1,500
HS PLC Leader (5020)	$500
HS Alliance Club (2)	$2,200
HS Video Streaming (2)	$3,900
DEL Lead, Part B at MCIT (1)	$2,750
Transition Coordinator (2)	$2,000
ASL Club (2)	$2,200
Asst. to Dept. Chair of School Counseling (2)	$3,500
CADET Club with Republic Airways at LN (1)	$1,500
Parent Engagement Lead (8)	$3,500
HS Esports Fall Coach (2)	$3,900
HS Esports Spring Coach (2)	$3,900
MCIT-FFA	$2,200
MCIT- Junior MANRRS	$2,200
Reading Specialist (2)	$2,750
Middle School	
Middles School 7th Grade Academic Pursuit (2)	$2,000
8th Grade Academic Pursuit (2)	$2,000
MS Chess (2)	$2,000
MS Coordinator of Guidance (2)	$2,000
MS Drill Team (2)	$2,000
MS Yearbook (2)	$2,000
MS National Honors Society (2)	$2,200
MS Head Intramurals (2)	$2,700
MS Assistant Intramurals (2)	$2,200

MS Student Council (2)	$2,200
MS Debate Coach (2)	$2,200
MS Area Support Coordinator (14)	$2,200
MS Esports Fall Coach (2)	$2700
MS Esports Spring Coach (2)	$2700
MS Instructional Coach (10)	$2,750
MS Reading Specialist (2)	$2,750
MS PLC Team Lead (1 FCV)	$500
MS Interdisciplinary Team Lead (8 FCV, 7 Belzer)	$1,500
MS Robotics Team Leader (2)	$3,000
MS Asst. Robotics Coach (2)	$2,200
MS eLearning Coach (10)	$1,500
MS Athletic Event Coordinator (2)	$500
Title I Team Lead at Belzer (1)	$2,750
ELC & Elementary	
Bringing Change to Minds (4)	$2,200
Elem Outdoor Lab Maintenance 12-month BP, IC, OE, ST (4)	$2,000
Elem Outdoor Lab Maintenance 6-month BP, CV, HH, IC, OE, ST (6)	$1,000
Elem eLearning Coach (33)	$1,500
ELC eLearning Coach (4)	$1,500
5th & 6th Academic Coaches (11)	$1,000
Elem PLC Leader (81)	$500
ELC PLC Leader (4)	$500
Elem Robotics (11)	$500
Elem VEX Coach (11)	$1,000
Elem Science Fair Facilitator (11)	$500
Elem Performance Lead Facilitator (11)	$500
Performance Lead Facilitator at FG (2)	$500
Elem Perf Arts Coord at HH-Dance (1)	$500
Elem Perf Arts Coord at HH-Choir (1)	$500
Elem Perf Arts Coord at HH-Instrumental (1)	$500
Elem Perf Arts Coord at WR-Dance (1)	$500
Elem Perf Arts Coord at WR-Choir (1)	$500
Elem Perf Arts Coord at WR-Instrumental (1)	$500
Elem Student Council Facilitator (22)	$500
Elem Yearbook (11)	$500
Exceptional Learner Team Lead (15)	$2,775
D3 (D3/DL) Team Lead (41)	$2,775
Math Specialist (20)	$2,750
Elem Reading Specialist (11)	$2,750

ELC Reading Specialist (4)	$2,750
Title I Point Person (13)	$1,000
ELC Celebrity Reader Facilitator	$500
Elem Up and Running (11)	$300
K-6 Curriculum Specialist (7)	$5,000
Cheer Squad (11)	$750
Elem High Ability Point Person (11)	$1,000
BYF Construction Club at MEC (1)	$1,000
All	**Salary**
Building Wellness Liaison (21)	$500
Building Wellness Student Coach (21)	$100
Advisory Lead (74)	$1,500
LaTiss Facilitator (28)	$1,500
Regional Lead: EL, DL, HA (3)	$3,500
Performing Arts Regional Lead (2)	$5,000
Regional Specialist: EL, DL, HA (3)	$5,000
Regional Media Center Specialist (2)	$5,000
Regional Related Arts Specialist (1)	$5,000
New Teacher Mentor	$600
SLP Lead (1)	$2,000
Psych Lead (1)	$2,000
EL Lead (48)	$1,500
Spanish Teacher for Parent/Staff classes	$5,000
English Teacher for Parent/Staff classes	$5,000
Caregiver for parent/staff Bilingual classes	$1,500
Dual/Immersion Bilingual Teacher Stipend	$2,000
6th Grade Basketball Coordinator	$1,000
Bi-Lingual School Psychologist	$2,500
Bi-Lingual School SLP	$2,500

APPENDIX C

METROPOLITAN SCHOOL DISTRICT OF LAWRENCE TOWNSHIP GRIEVANCE FORM

Date Filed:_____

Number:_____

GRIEVANCE FORM

NAME OF TEACHER(S) SEEKING RELIEF:

NAME OF OTHER EMPLOYEE(S) INVOLVED, IF ANY:_____

IDENTIFICATION OF SPECIFIC PROVISIONS OF AGREEMENT VIOLATED OR MISINTERPRETED:_____

_____

_____

STATEMENT OF FACTS GIVING RISE TO THE GRIEVANCE AND CONTENTION OF THE GRIEVANT WITH RESPECT TO THE GRIEVANCE:_____

_____

_____

SPECIFIC RELIEF REQUESTED:_____

_____

_____

SIGNATURE OF TEACHER(S) SEEKING RELIEF

_____

_____

_____

APPENDIX D

Position: Bilingual Support

Approved Ancillary Duty with a $1,000 Stipend

(Compensation for work beyond normal teaching duties.)

Location:

MSD Lawrence Township Schools

Supervised: Approved by Principal through an application process

Summary/Position Overview:

The Bilingual Stipend from the 2025-26 CBA is for $1,000. It is an assignment with the responsibility of leading and supporting bilingual staff and families Above and Beyond their normal classroom duties.

Requirements:

- Bilingual Support can be for languages where the principal determines there is a need.
- Staff member applies and is approved by the principal
- Dual schools will have a need for more Bilingual Support.
- A Bilingual Support person must be biliterate.
- MSDLT Bilingual stipend staff will collaborate with building administration and fellow teachers to achieve District and building-level bilingual support.
- MSDLT Bilingual stipend staff will work with their respective building principals to support non bilingual teachers in communication with families.

Bilingual Support (Ancillary Duty) Job Description

- MSDLT Bilingual Support Staff will collaborate with the building principal and teachers beyond their normal duties in ways such as:
    - Provide student assessments, new students one to one.
    - Language leadership in Jumpstart needs.
    - Registration
    - Open House
    - Back to School Nights

    - Pull assessment reports to support decisions with a more thoughtful look at data for our bilingual students and families.
    - Identify professional development needs and plans for staff.

- MSDLT Bilingual Support Staff will meet with the building principal and leadership teams as requested.

- MSDLT Bilingual Support Staff will take on other duties as assigned by their building administrators and if there is a need in the District with a smaller bilingual population.

Instructional Practices:

- Plan, organize, and provide instruction in English and in the native language of students in the Core Standards. Instruction shall be closely related to and coordinated with the regular instructional program so that students meet and exceed the Core Standards.
- Assist students with learning English or Target language and with understanding the culture of America and the Community.
- Work collaboratively with other members of the school staff and with the parents of students.
- Suggest to the administration any program needs or changes that are required.

Reports to:

- Building Principal