

**2025-2027 Tentative Agreement  
Between  
Lanesville Community School Corporation  
and  
Lanesville Education Association**

The UniServ Director will make all the necessary date changes and address compliance issues. This settlement is a two-year contract covering the 2025-2026 and 2026-2027 school years.

**ARTICLE I: RECOGNITION**

- A. The Corporation hereby recognizes the Lanesville Education Association as the exclusive representative of all teachers in the School Corporation.
- B. DEFINITIONS
1. The term “teacher” when used in this contract shall refer to all certificated personnel employed by the Corporation except the Superintendent, Principal Assistant Principal and Athletic Director.
  2. The terms “Corporation” and “Association” shall include authorized officers, representatives and agents.
  3. The term “Corporation”, when used in this contract shall refer to the Lanesville Community School Corporation of the County of Harrison of the State of Indiana.
  4. When references are made to the male teachers in this contract, it shall also include female teachers.

*The UniServ Director and Intern will contact IEERB regarding the noncompliance.*

**ARTICLE II: COMPENSATION AND EXPENSES**

- A. 1. The salaries of teachers and rules governing placement of teachers on the Salary schedule will be determined by the compensation model set forth in Appendices “B.” The salary range for this agreement prior to any negotiated increases and without the 3% TRF is between **\$43,900 and \$76,900**. Salaries

for coaches and extra-curricular activities shall be set forth in Appendices "A", and shall be in addition to the regular teaching salaries. ~~Teachers rated improvement necessary or ineffective are not eligible for pay increases, additional compensation or movement on the salary schedule by step or career. Any movement from Career Level I to Career Level II cannot occur during a school year but will apply prior to the start of a new school year. The exception would be teachers in their first two years of instructing students, regardless of evaluation rating, per Indiana Code.~~

New Compensation Model for compliance:

\*Year 1: Every teacher will receive **\$3,100** base salary increase. New starting salary will be **\$47,000 through \$80,200**. Teachers at the top of the scale will receive as **\$1,200 stipend** in lieu of a step.

\*Year 2: Every teacher will will receive **\$2,000** base salary increase. New starting salary will be **\$49,000 through \$82,200**. Teachers at the top of the scale will receive as **\$1,200 stipend** in lieu of a step.

Literacy Endorsement: **\$200** base increase for adding the endorsement to the teacher's license.

Dual Credit: **\$500** annual stipend for Dual Credit Certification.

**\$150 per day (1 day)** Discretionary work in summer (requires administration approval)

E. Employees who use five (5) or fewer leave sick days during each school year will earn an attendance bonus of ~~two hundred and fifty dollars (\$250.00)~~ **five hundred dollars (\$500)** to be paid no later than July 31 of that school year. Employees who use zero (0) leave sick days during each school year will earn an attendance bonus of **one thousand dollars (\$1000)** to be paid no later than July 31 of that school year. ~~The three Corporation provided Covid leave days in the 2023-2025 contract year will not count as sick leave days for any teacher for this section of the contract.~~

### ARTICLE III: PAID LEAVE

H. A personal sick leave bank shall be established to relieve educators from undue financial burdens resulting from long-term illness, injury or **maternity**

incapacitations to the employee that may exhaust their accumulated sick leave. Use of the sick leave bank shall be based on legitimate medical documentation of illness or injury. Participation by educators will be strictly voluntary.

#### ARTICLE IV: LEAVES OF ABSENCES

##### B. Parental Leave

A teacher shall be granted up to ~~three (3)~~ **eight (8)** days parental leave with pay upon the birth or adoption of a child. A teacher shall, upon request, be permitted to take a parental leave of up to one (1) year, without pay, upon the birth or adoption of a child.

#### ARTICLE V. RETIREMENT BENEFITS

- C. The Lanesville Community School Corporation will add a 401(a) beginning January 1, 2024. The 401(a) annual contribution will be ~~One Percent (1%)~~ **Two Percent (2%)**. *(33% of the interest received from the investment monies in each year will now be divided equally into all teacher 401A accounts)* The Lanesville Education Association and Lanesville Community School. Board will mutually agree on the vendor.

#### ARTICLE VI: FRINGE BENEFITS

##### A. Health Insurance:

Year 1: No increase

Year 2: 0%-3% (100% of the insurance increase will be picked up by the corporation)

3.1%-8% (60% corporation/40% teacher split)

8.1%-10% (50% corporation/ 50% teacher split)

10.1% and above (parties will reopen the contract to negotiate)

- B. The Corporation shall provide 100% of the cost of the premium for a ~~\$50,000~~ **\$100,000** term life insurance with AD & D. Upon retirement, an individual may elect to continue a \$15,000 life insurance policy with the premiums paid by the retiree.

- G. The Corporation shall provide Dental Insurance. The employer shall contribute eight dollars ~~(\$8.00) per month~~ **50% of the premium**, per eligible employee

subscriber, to the premium amount. The employee shall contribute the remainder of the premium amount. The carrier shall be mutually agreed to.

H. The Corporation shall provide Vision Insurance. The employee shall pay **50% of** the cost of the premium. The carrier shall be mutually agreed to.

APPENDIX "A"

Lanesville Community School Corporation  
Extra-Curricular Salary Schedule  
2023-25

New positions added:

MS Wrestling \$1612.50

HS Varsity Wrestling \$3,480

HS Assistant Wrestling Coach \$1,850

Elementary Volleyball \$1,360

Off season workout program for Varsity and JV coaches 20% of season pay (must run a program and show proof to AD and principal)

Positions amended:

Academic ~~Bowl~~ **Team** Coordinator ~~\$755~~ **\$1000**

Robotics **(3 positions- EL, MS, HS)** ~~\$755~~ **\$1000**

Yearbook Sponsor **(2 positions - EL, HS)**

~~HS Cheerleading Sponsor~~ **HS Varsity Cheerleading**

**ALL ECA Positions will increase by a minimum of 10%. Varsity positions will be increased by 15%.**

Lanesville Community  
Education  
School Corporation

Lanesville  
Association

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Dr. Ryan Apple  
Aafke Garlock  
Superintendent  
President

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LEA

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(Date)  
(Date)