

LAKE CENTRAL SCHOOL CORPORATION

Lake Central High School
LGI ROOM – Enter Door E
8260 Wicker Avenue, St. John, IN 46373
Monday, October 18, 2021 at 7:00 p.m.

A meeting of the Board of School trustees of the Lake Central School Corporation was held in the Lake Central High School LGI Room, 8260 Wicker Avenue, St. John, IN on October 18, 2021. The meeting began at 7:00 p.m.

Board Members Present

Nicole Kelly, Board Member
Howard Marshall, Secretary
Jennifer Medlen, Board Member
Cindy Sues, President
Janice Malchow, Vice-President

Board Members Not Present

Administration Present

Dr. Lawrence Veracco, Superintendent
Terry Mucha, Director of Human Resources
Sarah Castaneda, Director of Secondary Education
Rebecca Gromala, Director of Student Services
Yolanda Bracey, Director of Primary Education
Rob James, Director of Business Services

Administration Not Present

Rick Moreno, Director of Technology
Bill Ledyard, Director of Facilities

**To view the archived video of the meeting in its entirety,
go to the School Board section of website at www.lcsc.us*

SCHOOL BOARD MEETING MINUTES

Monday, October 18, 2021

- I. Call to Order – *Cindy Sues*
 - The meeting was called to order, and Pledge of Allegiance led by Board President, Cindy Sues.
- II. Agenda: Approval, Deletions, Additions – *Dr. Veracco* – **Action Required**
 - Revisions to the Agenda include the addition of Executive Session Minutes dated October 14, 2021 under the Consent Agenda, and the addition of Professional Leave Requests under Yolanda Bracey's section.
 - Janice Malchow moved to approve.
 - Jennifer Medlen seconded the motion.
 - Motion carried.
- III. Correspondence – *Howard Marshall*
 - There was no correspondence.

- IV. Liaison Committee Updates – *Cindy Sues*
- A. Personnel Interview Committee: Howard Marshall
 - B. Schererville Redevelopment Committee: Nicole Kelly
 - C. Wellness Committee: Jennifer Medlen / Janice Malchow
 - D. Lake Central Education Foundation: Janice Malchow
 - E. Legislative Committee: Janice Malchow
 - F. St. John Redevelopment Committee: Cindy Sues
 - G. Dollars for Scholars: Cindy Sues
 - H. Dyer Redevelopment Committee: Jennifer Medlen
- V. Official School Board Business Topics: Consent Agenda – *Dr. Veracco* – **Action Required**
- A. Approval of Minutes
 - Regular Board Meeting - Held Virtually: October 4, 2021
 - Executive Session: October 14, 2021
 - B. Approval of Claims, Payroll and Extracurricular Expenditures
 - Howard Marshall moved to approve the Consent Agenda.
 - Nicole Kelly seconded the motion.
 - Motion carried.
- VI. Public Comments Regarding Action Items
- There were no public comments regarding action items.
- VII. Official School Board Business Topics: Regular Agenda
- A. Superintendent – *Dr. Veracco*
 - 1. Recognitions:
 - a. Indiana School Counselor Association 2021-2022 Middle School Counselor of the Year
Document Attached
 - b. Indiana School Counselor Association 2021-2022 Indiana Administrator of the Year
Document Attached
 - c. Buddy Bag Program, Bonnie Meyer
Document Attached
 - 2. Lake Central Education Foundation Round 55 Grant Recipients
Document Attached
 - 3. Collective Bargaining Agreement, Administrative and Classified Pay Raises - **Action Required**
Document Attached
 - Nicole Kelly moved to approve.
 - Jennifer Medlen seconded the motion.
 - Motion carried.
 - B. Director of Human Resources/Personnel – *Terry Mucha*
 - 1. Personnel Recommendations – **Action Required**
Document Attached

- Janice Malchow moved to approve.
- Howard Marshall seconded the motion.
- Motion carried.

C. Director of Primary Education – *Yolanda Bracey*

1. Professional Leave Requests - **Action Required**
Document Attached

- Howard Marshall moved to approve.
- Nicole Kelly seconded the motion.
- Motion carried.

D. Director of Secondary Education – *Sarah Castaneda*

1. Professional Leave Requests - **Action Required**
Document Attached

- Jennifer Medlen moved to approve.
- Janice Malchow seconded the motion.
- Motion carried.

E. Director of Student Services - *Becky Gromala*

1. Professional Leave Requests - **Action Required**
Document Attached

- Nicole Kelly moved to approve.
- Howard Marshall seconded the motion.
- Motion carried.

F. Director of Facilities – *Bill Ledyard*

G. Director of Technology – *Rick Moreno*

H. Director of Business Services – *Rob James*

1. Resolution for 2022 Budget Appropriations and Tax Rates - **Action Required**
Document Attached.

- Nicole Kelly moved to approve.
- Jennifer Medlen seconded the motion.
- Motion carried.

2. Resolution to Adopt the 2022 Capital Projects Plan - **Action Required**
Document Attached.

- Howard Marshall moved to approve.
- Janice Malchow seconded the motion.
- Motion carried.

3. Resolution to Adopt the 2022 School Bus Replacement Plan - **Action Required**
Document Attached.

- Howard Marshall moved to approve.
- Nicole Kelly seconded the motion.
- Motion carried.

4. Resolution to Transfer Amounts From Education Fund to the Operations Fund - **Action Required**
Document Attached.
 - Howard Marshall moved to approve.
 - Janice Malchow seconded the motion.
 - Motion carried.
5. Application to the Common School Fund Loan Program - **Action Required**
Document Attached.
 - Janice Malchow moved to approve.
 - Nicole Kelly seconded the motion.
 - Motion carried.
6. Donations - **Action Required**
Document Attached.
 - Nicole Kelly moved to approve.
 - Jennifer Medlen seconded the motion.
 - Motion carried.
7. ADM Update

VIII. Public Comments – *Cindy Sues*

- Nichole Jones, Schererville, regarding curriculum changes.
- Jenna Ogrizovich, Dyer, regarding masks.
- Margaret Jablonski, Crown Point, regarding masks.
- Zorica Tomic, St. John, regarding masks.
- Laura Dubish, St. John, regarding masks.
- Ryan Majka, St. John, regarding masks.
- Robert Buckman, Crown Point, regarding masks.
- Mile Kovacevic, St. John, regarding masks.
- Martin Conroy, St. John, regarding masks.

IX. Board Comments and Consideration of Future Agenda Items – *Cindy Sues*

- Nicole Kelly: Congratulations to Mrs. Bowman, Mr. Moore, and all of the retirees.
- Janice Malchow: Congratulations to Mrs. Bowman and Mr. Moore. Congratulations to Mr. Graber on running the Chicago Marathon. Thanks to all for coming this evening and sharing your comments.
- Jennifer Medlen: Looking forward to getting back to talking about goals for LCSC.
- Cindy Sues: It's breast cancer awareness month. The high school is selling t-shirts at Hoosier Sports. You can support a local business while participating in a fundraiser for the high school.

X. Board Calendar of Future Activities – *Dr. Veracco*

- Our next board meeting will be on Tuesday, November 2nd.

XI. Adjournment – *Cindy Sues* – **Action Required**

- Jennifer Medlen made a motion to adjourn the meeting at 8:10 pm.
- Nicole Kelly seconded the motion.
- Motion carried, meeting adjourned.

Minutes of the October 18, 2021 School Board Meeting were approved and adopted by the Board of School Trustees at the November 2, 2021 School Board Meeting.

Cindy Sues, President

ATTEST:

Howard Marshall, Board Secretary

LAKE CENTRAL SCHOOL CORPORATION—STUDENT - 2021—2022 SCHOOL CALENDAR

AUGUST 2021						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

BEGINNING DATES

First Teacher Day—August 9, 2021
Students—August 10, 2021

ENDING DATES

Students—May 23, 2022
Teachers—May 24, 2022

FEBRUARY 2022						
	1	2	3	4	5	
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27	28					

FIRST SEMESTER: August 10, 2021 to December 17 2021

ELEMENTARY/MIDDLE/HIGH SCHOOL

1st Grading Period—August 10, 2021 to October 11, 2021 (44 days)
2nd Grading Period—October 12, 2021 to December 17, 2021 (44 days)

SECOND SEMESTER: January 4, 2022 to May 23, 2022

ELEMENTARY/MIDDLE/HIGH SCHOOL

3rd Grading Period—January 4, 2022 to March 11, 2022 (47 days)
4th Grading Period—March 14, 2022 to May 23, 2022 (45 days)

SEPTEMBER 2021						
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OCTOBER 2021						
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31						

November 2021						
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DECEMBER 2021						
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JANUARY 2022						
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30	31					

MARCH 2022						
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APRIL 2022						
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MAY 2022						
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JUNE 2022						
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JULY 2022						
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31						

SCHOOL CLOSING DATES:

September 6th.....Labor Day
October 29th thru November 1st.....Fall Break Day
November 24th thru November 26th.....Thanksgiving Break
December 20th thru January 3rd.....Winter Break
(Teacher Records Day January 3, 2022)
(Students return January 4, 2022)

January 17th.....Martin Luther King
February 21st.....President's Day
March 21st thru March 25th.....Spring Break
April 15thEaster Break

*Any day cancelled due to weather or other emergencies must be made up at the end of the school year. Please plan for the possibility of the school year extending beyond May 23, 2022. Snow days will be May 24, May 25, May 26 and May 27 and will continue into the following week as needed.

8th GRADE CELEBRATION—TBD
HIGH SCHOOL COMMENCEMENT—TBD

SUMMER SCHOOL—2022 (No School July 4, 2022)

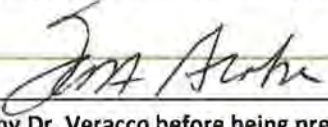
Elementary: TBD
Middle School: TBD High School: TBD

10/5/2020

BOARD RECOGNITION OF OUTSTANDING PERFORMANCE

For a student/teacher to be eligible for Board Recognition, the following criteria must be met before his/her name is submitted:

- A. Honors or awards received while participating in school corporation-sponsored activities.
 - 1. State and national honors and awards
 - 2. Athletic honors and awards beyond the conference and sectional level (i.e. regional, state, national)
 - 3. Awards and honors that are rare and bring credit to the Lake Central School Corporation.
- B. Honors and awards from activities NOT directly sponsored by the lake Central School Corporation which are rare and bring credit to the school corporation.
 - For group or team recognition, a certificate will be made out to the Team/Group (more than 12 members) and will be accepted by the captain or designee. Individual team members will receive their certificates at a later date to be determined by the coach or mentor. If the team has fewer than 12 members, certificates are issued to individual team members at the Board meetings.
 - The office will mail letters to the students and their parents, inviting them to attend a particular Board Meeting to receive their certificates (usually one week prior to the Board Meeting). Copies of the letters will be sent to the principal and sponsor/coach.
 - It is the responsibility of the school principal, coach, or mentor to submit, to the corporation office, the correct names and addresses of the students to be recognized.

BUILDING PRINCIPAL'S AUTHORIZATION: 

DATE: 10/5/2021

All Recognition Requests must be approved by Dr. Veracco before being presented to the School Board

Please complete this form in its entirety and send to Central Office, ATTN: Joni Cash/Lori Olson/SG125gpcw

SCHOOL Clark Middle School CONTACT PERSON Mr. Scott Graber

NAME OF EVENT: MS Counselor LOCATION OF EVENT: Clark MS DATE OF EVENT: 9/27/2021

CRITERIA/GENERAL INFORMATION REGARDING ACHIEVEMENT

(To be read by Dr. Veracco during Board Meeting – attach sheet or use reverse side for additional information)

Mrs. Karen Bowman, counselor at Clark Middle School, was recognized

by the Indiana School Counselor Association as Middle School Counselor of the Year!

Congratulations, Karen!

CERTIFICATE OF ACHIEVEMENT

(Please indicate exact writing that should be on the certificate)

2021-22 ISCA Middle School Counselor of the Year

Please indicate the following information on separate sheet of paper or on back of this form: Individual Group/Team

Name of Student, Address, Zip, Grade and any additional information. Name of Sponsor, Coach or Mentor

Name Karen Bowman Title Counselor, Clark MS

Name _____ Title _____

Name _____ Title _____

BOARD RECOGNITION OF OUTSTANDING PERFORMANCE

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- A. Honors or awards received while participating in school corporation-sponsored activities.
 - 1. State and national honors and awards
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 - 3. Awards and honors that are rare and bring credit to the Lake Central School Corporation.
- B. Honors and awards from activities NOT directly sponsored by the Lake Central School Corporation which are rare and bring credit to the school corporation.
 - For group or team recognition, a certificate will be made out to the Team/Group (more than 12 members) and will be accepted by the captain or designee. Individual team members will receive their certificates at a later date to be determined by the coach or mentor. If the team has fewer than 12 members, certificates are issued to individual team members at the Board meetings.
 - The office will mail letters to the students and their parents, inviting them to attend a particular Board Meeting to receive their certificates (usually one week prior to the Board Meeting). Copies of the letters will be sent to the principal and sponsor/coach.
 - It is the responsibility of the school principal, coach, or mentor to submit, to the corporation office, the correct names and addresses of the students to be recognized.

BUILDING PRINCIPAL'S AUTHORIZATION: _____

DATE: 10-11-21

All Recognition Requests must be approved by Dr. Veracco before being presented to the School Board _____

Please complete this form in its entirety and send to Central Office, ATTN: Jani Cash/Lori Olson

SCHOOL LCHS

CONTACT PERSON Erin Novak

NAME OF EVENT: _____

LOCATION OF EVENT: _____

DATE OF EVENT: _____

CRITERIA/GENERAL INFORMATION REGARDING ACHIEVEMENT

(To be read by Dr. Veracco during Board Meeting – attach sheet or use reverse side for additional information)

Please see attached

CERTIFICATE OF ACHIEVEMENT

(Please indicate exact writing that should be on the certificate)

2022 Indiana Administrator of the Year

Recognized by ISCA: Indiana School

Counselor Association

Please indicate the following information on separate sheet of paper or on back of this form: ☒ Individual ☐ Group/Team

Name of Student, Address, Zip, Grade and any additional information. Name of Sponsor, Coach or Mentor

Name Richard Moore

Title Associate Principal

Name _____

Title _____

LCH

Name _____

Title _____

Lake Central High School/Corporation is very pleased to recognize Mr. Richard Moore on being named the 2022 Indiana Administrator of the Year through the Indiana School Counselor Association. Mr. Moore is always willing to go above and beyond to work with the counselors at Lake Central High School. He is knowledgeable in all facets of our course offerings, programs, and is always an advocate for student success no matter what path they pursue after graduation. Most importantly, Mr. Moore's calm demeanor and the ability to help students and staff work through problems and times of crises is one of his finest attributes. The students and staff are lucky to work alongside Mr. Moore and value his commitment to our school and his acceptance of this outstanding award. Congratulations, Mr. Richard Moore.

Mr. Richard Moore

[REDACTED]
[REDACTED]

BOARD RECOGNITION OF OUTSTANDING PERFORMANCE

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- B. Honors and awards from activities NOT directly sponsored by the Lake Central School Corporation which are rare and bring credit to the school corporation.
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 - The office will mail letters to the students and their parents, inviting them to attend a particular Board Meeting to receive their certificates (usually one week prior to the Board Meeting). Copies of the letters will be sent to the principal and sponsor/coach.
 - It is the responsibility of the school principal, coach, or mentor to submit, to the corporation office, the correct names and addresses of the students to be recognized.
 - Please take pictures during meets/events so the entire team is present. Pictures should be sent to Jeanne Nowacki and Matt Toczek.

BUILDING PRINCIPAL'S AUTHORIZATION: _____ DATE: 10/13/21

All Recognition Requests must be approved by Dr. Veracco before being presented to the School Board

Please complete this form in its entirety and send to Central Office, ATTN: Joni Cash/Lori Olson

SCHOOL District Office CONTACT PERSON Yolanda Bracey

NAME OF EVENT: Buddy Bag Program LOCATION OF EVENT: Elementary Schools DATE OF EVENT: Ongoing

CRITERIA/GENERAL INFORMATION REGARDING ACHIEVEMENT

(To be read by Dr. Veracco during Board Meeting – attach sheet or use reverse side for additional information)

See attached

Please honor her on 10/19/21. She's available.

CERTIFICATE OF ACHIEVEMENT

(Please indicate exact writing that should be on the certificate)

The Lake Central School Corporation would like to recognize
Bonnie Meyer, from The Community Help Network, Inc., for
providing our families with meals through The Buddy Bag Program.

Please indicate the following information on separate sheet of paper or on back of this form: ☒ Individual ☐ Group/Team

Name of Student, Address, Zip, Grade and any additional information. Name of Sponsor, Coach or Mentor

Name Yolanda Bracey Title Dir. of Primary Ed

Name _____ Title _____

Name _____ Title _____

Covid has affected a multitude of families across the nation, but right here at home, we have families who are in need of support. Our schools are fortunate to have partnered with Bonnie Meyer, from the Community Help Network, Inc. They sponsor the Buddy Bag Program which provides food to many of our families on a regular basis. A Buddy Bag contains breakfast, lunch, dinner, and snacks for 2 days. The food is delivered to our schools weekly. During longer breaks from school, The Buddy Bag program often provides more meals for our families.

We'd like to thank Dr. Malchow for introducing us to Bonnie Meyer. We'd like to honor Bonnie for touching the lives of our students across the Lake Central Schools.

Thank you, Bonnie!

Lake Central Education Foundation Grant Round 55

Number of Grants Funded: 4
Amount: \$1,761.56
Impacting Approximately 1,087 Students

Cumulative Grants Funded: 604
Cumulative Amount: \$305,125.57

Grant #	Person Awarded	School	Project Title	Amount Requested & Awarded 10-18-21
1	Elizabeth Schultz	Homan	Go After Your Goals!	\$343.36
2	Allison Castle	Clark	Creating Life-Long Readers	\$498.16
3	Ashley Kostelink	Watson	Adaptability Balls	\$420.00
4	Laurie Rosine	Clark	Project LIT	\$500.00
Grand Total				\$1,761.52

Summaries:

One: Soccer is a great way to work on balance, teamwork, footwork, spatial awareness and so much more, so thank you for enabling Homan students to have updated, safe equipment in which to thoroughly enjoy the sport!

Two: I plan to add to and update my classroom library with the use of book clubs and first chapter Fridays to fit the needs of my current (and future) students, which in turn, will foster independent readers who are successful in all aspects of life.

Three: Creating confidence, sparking creative thinking and decision making skills through use of a variety of adaptable balls during elementary physical education activities.

Four: The funds are for our Project LIT group. I will be able to use these funds for books and materials for activities.

TENTATIVE

AGREEMENT

BETWEEN

THE
LAKE CENTRAL BOARD OF SCHOOL TRUSTEES

AND

THE
LAKE CENTRAL TEACHERS' ASSOCIATION

July 1, 2021 through June 30, 2022

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Article I: Agreement

A. Agreement

This Agreement is made and entered into at St. John, Indiana by and between the Board of School Trustees of the Lake Central School Corporation (the Board) and the Lake Central Teachers' Association, an affiliate of the Indiana State Teachers' Association and the National Education Association (the Association).

B. Term

This Agreement shall be effective as of July 1, 2021, and shall continue in effect through June 30, 2022.

C. Reopener Language: Intentionally omitted.

D. Presentation of Agreement

This agreement shall be distributed in electronic form to each certified staff member, administrator, and school board member via the corporation email system.

E. Recognition

The Board recognizes the Association as the exclusive representative of the following bargaining unit:

All certificated personnel whether under contract, on a Teacher's Temporary Contract, or on leave shall be part of the bargaining unit. Such representation shall except Superintendent, Assistant Superintendents, All Directors, School Psychologists, Principals, Assistant Principals, and High School Athletic Director.

F. Definitions

1. The term "teacher" when used hereinafter in the Agreement shall refer to a member of the bargaining unit as defined above, and references in which the masculine pronoun is used shall comprise male and female teachers.
2. The term "Superintendent" when used hereinafter in the Agreement shall refer to the Superintendent of the Lake Central School Corporation or his/her designee.
3. The term "insurance" when used hereinafter in the Agreement shall refer to the Lake Central group insurance.

Article II: Association Rights

A. Association Business

The president of the Association or his/her designee shall, upon request, be granted a total of five (5) days per school year to be absent from regularly assigned contractual duties, with pay, to conduct Association business, provided that twenty-four (24) hours written notice is given to the president or president's designee's school building principal. It is agreed that the days provided for herein shall be taken in increments of one-half or full school days.

B. Legislative Leave

1. A bank of five (5) days per year shall be assigned to the Association President for disbursement to teachers at his discretion for the purpose of lobbying. Five additional days shall be granted for the purpose of lobbying provided the days are requested in writing by the President of the Association. Additional days may be granted by the Superintendent. No less than twenty-four (24) hours' notice shall be given by the Association to the Board when the use of this leave is desired. Individual teachers may be granted more than two (2) days in any school year for the purposes of this provision when approved by the Superintendent.
2. Should the Board and the Association mutually agree that lobbying efforts by the LCTA, in addition to those referred to herein above, would be in the best interests of the School Corporation, the Superintendent may, at his discretion, allow a specific number of teachers selected by the LCTA to be absent from school for a specific period with pay for the purposes of legislative lobbying.

Article III: Leaves

Family and Medical Leave Act Overview

The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to:

1. Twelve workweeks of leave in a 12-month period for:
 - ◆ The birth of a child and to care for the newborn child within one year of birth.
 - ◆ The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement.
 - ◆ To care for the employee's spouse, child, or parent who has a serious health condition.
 - ◆ A serious health condition that makes the employee unable to perform the essential functions of his or her job.

Examples of Lake Central benefits through FMLA

1. For family illness that qualifies for FMLA, the teacher shall be permitted to use current year family illness leave balance as well as days from accumulated sick leave in order to spend up to 15 days with their family member in any given school year.
2. If after the birth of a child, the birth mother experienced additional health complications that made the employee unable to return to work, she would submit the appropriate documentation from the medical professional. Upon approval she would have the ability to go unpaid or use her available balance of sick days as paid days.
3. If an employee experiences a qualifying event under FMLA, once the documents are submitted and approved, if the qualifying event is for the covered employee, the individual could choose to go unpaid or use their available balance of sick days as paid days.

A. Personal Illness/Family Illness

1. Certified teachers shall be granted ten (10) paid days of personal/family illness leave at the beginning of each school year provided they report to work at the beginning of the school year. If an employee begins the school year on leave, the number of paid days of personal/family illness leave for that year will be prorated based on the percentage of the school year that remains when the employee returns to duty. Employee use of paid leave for family illness purposes is limited to ten days per year. (Personal Business Days may also be used to care for a family member). Teachers can track their accumulated personal illness leave days by accessing the corporation website at www.lcsc.us, then Employee Access, on the top right-hand side of the page, then employee name, and finally, leave balances.
2. Unused leave shall be accumulative from year to year without limit.
3. Two (2) days of leave with pay will be given for personal illness for full time Summer School teachers. If unused, these days will be moved to the teacher's benefit bank at the end of summer school. Any teacher working a portion of summer school will have these days pro-rated accordingly.
4. A teacher who does not renew his contract, or whose contract is not renewed, is not entitled to any unused sick leave benefits after the last contract day of the current school year.
5. A teacher who has prior teaching experience or has prior accredited college teaching experience will be permitted to transfer in their second year of employment with the Lake Central School up to 3 days of sick leave accumulated with the prior school employer and 3 days for each succeeding year until the accumulated sick leave is exhausted.
6. Teachers may also be eligible for up to twelve (12) weeks of unpaid leave for personal/family illness under the Family Medical Leave Act. Any certificated staff member who anticipates an extended leave for themselves or an immediate family member must apply for FMLA regardless of their accumulated leave balance.

B. Personal Business

1. Teachers are entitled to three (3) days for the transaction of personal or civic affairs during the school year without loss of compensation. A written statement of intention to take personal leave shall be submitted to the Building Principal. Additional leave without pay may be granted by the Superintendent.
2. An additional one half (1/2) day of personal leave shall be given to a teacher in exchange for attendance at his/her school's annual open house(s) held outside the regular school day during the first semester of the school year. Prior to the event, the date, time, and place of the event shall be communicated to the school's certified staff. The teacher shall sign in at the open house(s) to guarantee the one half (1/2) day leave. Unused personal leave shall be applied to the teacher's accumulated sick leave. Teachers who are asked to attend more than one open house are entitled to one half personal day for each open house.

C. Workers' Compensation (On The Job Injury including extra-curricular)

A teacher injured in the course of employment must make the initial visit with Lake Central's designated medical treatment facility for workers' compensation. Our designated Franciscan Working Well facilities are located at:

8345 Wicker Ave, St John

12800 Mississippi Pkway, Ste A 204, Crown Point

7905 Calumet Ave, Munster

The physician must be informed that the visit is the result of an accident described under the Workers' Compensation Act. After that initial visit, any additional medical attention, including surgery, must be first approved by the corporation's workers' compensation insurance carrier. For absence due to injury incurred in the course of the teacher's employment, the Board shall pay, to teachers qualifying for Workers' Compensation, (i.e. medical benefits, disability/impairment benefits) the difference between their salary and the benefits received under the Indiana Workers' Compensation Act for a period not to exceed one hundred (100) school days. Pay received under this provision will not cause reduction in any other leave days provided in this Agreement.

The Board may, in its sole and exclusive discretion, grant to a teacher injured in the course of the teacher's employment such additional paid leave days as the Board deems appropriate.

D. Professional Leave

1. Teachers may request Professional Leave.
2. Requests for Professional Leave must be submitted within sufficient time for Board consideration at the next regularly scheduled Board meeting in advance of requested leave date.
3. Teachers may request reimbursement for travel, food, lodging, and registration fees. Teachers requesting reimbursement shall be informed of approval or denial prior to the leave, and if approved, in part or in total, shall receive payment following presentation of receipts and filing of a claim.
4. All requests for Professional Leave shall be forwarded to the Superintendent. The Superintendent shall provide to the teacher the reason(s), in writing, for any denial of a leave or denial of reimbursement for leave expenses. Such decisions shall be made on a fair basis applied consistently to all affected personnel.

E. Bereavement

The Lake Central School Corporation recognizes the importance of allowing its employees to grieve and celebrate the life of a loved one at or around the time of death. In the case of death within the immediate family, an employee shall be entitled to be absent from work without loss of compensation for a period extending up to five (5) workdays related to the death/funeral services. Immediate family members shall be interpreted as husband, wife, child, sister, brother, mother, father, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, grandparent, step-parent, step-child, or any other member of the family living in the same household no matter what degree of relationship.

The employee shall submit a Bereavement Leave Request form to his/her immediate supervisor indicating the specific funeral/memorial arrangements.

Employees may request to use family illness, personal business, or accumulated personal illness days as bereavement days for other persons not considered immediate family.

In the case of the death(s) of a building staff member(s), a committee made up of the superintendent, the building principal, and the L.C.T.A. building representative may grant bereavement time for the purpose of attending the funeral. This time shall not cause a reduction in any other leave days provided, loss of pay nor hardship to the school.

F. Military

1. Military leave of absence without pay will be granted to any teacher who is inducted or initially enlists in any branch of the Armed Forces of the United States. Teachers called to military service have been granted status and contract rights under Federal Military Employment Rights Act and Indiana Code.
2. Teachers taking a physical examination required by the military shall be granted absence with pay not to exceed one (1) day.
3. If National Guard or Reserve Unit is called to temporary active duty during the school year due to emergency situation, a leave of absence will be granted for a period not to exceed two (2) weeks. The teacher will receive his regular base salary minus that paid by the government.
4. All military service up to four (4) years may be recognized for experience purposes on the salary schedule. The above shall apply to all veterans who took the Oath of Allegiance, wore the uniform, served either in combat or non-combat units, and were honorably discharged.
5. In order to translate the military experience into teaching experience, eight (8) months of either military service or military service combined with school teaching experience shall be deemed equivalent to one (1) year of teaching experience, providing that such service takes place between July 1 and June 30.
6. The teacher shall be entitled to re-employment rights in the position he is vacating or one of like status and pay scale, provided.

- a. He is honorably discharged or separated from the Armed Forces.
- b. He is still qualified and competent to perform the duties of such teaching position.
- c. He applies for re-employment within sixty (60) days after separation from active duty.

G. Maternity/Paternity/Adoptive

Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governed by the Family Medical Leave Act and the following:

1. Any teacher who is pregnant is entitled to a leave of absence based on the rules and regulations of the Family Medical Leave Act.
2. Under a normal pregnancy and delivery, a teacher is afforded the benefit of utilizing 30 sick days of their accumulated balance as paid days during the 6 week period immediately following the birth of the child. If a delivery is by C-Section, a teacher is afforded the benefit of utilizing 40 sick days of their accumulated balance as paid days during the 8 week period immediately following the birth of the child.
3. When a maternity leave is requested, the teacher shall select one of the following options:
 - a. She shall notify the Superintendent of the subsequent length of her leave based on the expected due date and projected date of return based on the rules governing FMLA above, or
 - b. The teacher, the principal, and the Superintendent shall discuss and mutually agree upon the return date. If consensus cannot be reached, the Superintendent shall put in writing the reason for the required return date.
 - c. In the event a teacher wishes to change the expected beginning and/or ending dates of a previously arranged maternity leave, she shall use option (a) and/or (b) immediately above.
4. Teachers who desire maternity leave shall have their physician complete the appropriate leave forms.
5. An employee who requests a paternity or adoptive leave that qualifies under the Family Medical Leave Act for up to 12 weeks of unpaid, job protected leave has the option to use his family illness and personal business days as paid days after the birth of a child.

H. Emergency Leave

1. In case of emergencies, the building principal or his designee may grant permission for a teacher to be absent a part of the day. If coverage of the absent teacher's duties and assignments is of no cost to the Corporation and meets the building principal's approval, the absence without loss of pay will be approved. If cost to the Corporation is a factor, the absence will be charged to an applicable existing leave or be deducted from the day's pay, either of which shall be calculated on a pro-rated basis of time missed in the regular day.
2. If after a teacher has stated that an emergency exists, but the building principal or his designee does not agree, and the teacher continues to feel that the matter in question must require him to be absent from the building, he may leave after informing the principal of his intended action. The building principal or his designee will report the absence, and the teacher will be subject to loss of pay. Upon return, the teacher may request that the matter be referred to the Superintendent for review and disposition.

I. Jury Duty Leave

1. In case of absence in response to jury duty, the teacher shall receive his regular base salary once the jury duty attendance form is submitted to payroll.
2. In case of absence in response to a subpoena connected with a teacher's school related duties and activities, the teacher shall receive his regular base salary.

J. Extended Medical Leaves

1. For personal illness that extends beyond the period of sick leave compensation (FMLA), an unpaid leave of absence may be requested. If approved, the teacher shall be permitted to continue in the insurance program during the leave until the employee has exhausted their accumulated leave balance. At the point where the leave becomes an unprotected leave, the employee may continue in the insurance program by means of direct payment of the premium to the Lake Central School Corporation for a period not to exceed the length of the approved leave.

K. Extended Leaves

1. Leaves may be granted at the Board's discretion for other reasons based on a recommendation of the Superintendent.

L. Sabbatical Leave

1. A plan for such full time professional study, research and/or education travel shall be submitted with the leave application during the period January 15 to March 15 preceding the school year during which leave is to be taken. The Superintendent will submit his recommendation to the Board of Education no later than April 1.
2. Such leave shall be granted for one (1) year. Teachers shall not be eligible for another Sabbatical Leave for another five years of employment with LCSC.
3. A teacher returning from Sabbatical Leave shall have restored to him the accumulated sick leave days that were in the balance prior to the Sabbatical.
4. Sabbatical Leaves shall be granted on fair and equitable basis.
5. Teachers who have been granted Sabbatical Leave shall notify the Superintendent in writing on or before March 1 of their intentions to resume working at the beginning of the ensuing school year. Failure to comply will result in cancellation of contract.
6. The Indiana State Teachers' Retirement office will grant (1) year of credit toward retirement if during a sabbatical leave, a teacher carries twenty (20) semester hours or thirty (30) term (quarter) hours. Evidence of the leave and a transcript of credit must be sent to the Teachers' Retirement Fund Office to claim this credit. Only one (1) year's leave per seven (7) years of teaching will be allowed for credit.
7. If approved, the teacher shall be permitted to continue in the insurance program during the Sabbatical by means of direct payment of the premium to the Lake Central School Corporation for a period not to exceed the length of the approved leave.

M. Ceremonial Rites Leave

A teacher shall be entitled to be absent from work for one (1) day per school year to attend or participate in rites, ceremonies or services of significance to the teacher which occur during the teacher's workday. The day used shall be deducted from the teacher's family illness allotment.

Article IV: Professional Compensation

A. Glossary of Terms of Purposes for the 2021-22 Compensation Model

Beginning Salary: Initial salary a teacher receives when hired by Lake Central.

Minimum Salary – This number is the lowest salary which any Certified Staff member under contract for the 2021-2022 school year will earn provided they are new or, if employed under a contract by Lake Central in the previous year, are eligible for increase under the 2021-2022 Compensation Model.

Base Salary: This number is the amount earned in the previous year upon which any increase will be added.

Base Salary Increase: Increase to Certified Staff Member's Base Salary for 2021-22 school year.

Certified Staff – For purposes of compensation model only, this refers to bargaining unit members.

Performance Evaluation Rating– the final categorization of each certified staff member based on the RISE model used in the Lake Central School Corporation.

Performance Appeal – Certified Staff who will not receive an increase due to an ineffective rating on their Performance Evaluation may request and receive a private conference with the Superintendent or his designee (IC 20-28-11.5.6(c)).

Year of Experience – earned by each Certified Staff member who works 120 days during a given school year.

Salary Range: The range of salaries for returning Lake Central School Corporation Certified Staff (before any increases under 2021-22 Compensation Model).

B. 2021-2022 Compensation Model

1. Minimum Salary: The Minimum Salary for the 2021-22 school year will be \$52,000.
2. Salary Range: The salary range for the 2021-2022 school year is \$47,300 - \$85,475 (not including current year increases or TRF).
3. General Eligibility: To be eligible for a Base Salary Increase, a Certified Staff member must have received a Performance Evaluation Rating of effective or highly effective for the prior school year ("Eligible"). A Certified Staff member who received a Performance Evaluation Rating of ineffective or improvement necessary will remain at their prior year Base Salary.

4. Factors and Distribution:

- a. Evaluation: Eligible teachers who received a Performance Evaluation Rating of highly effective or effective for the prior school year will receive a Base Salary Increase of \$2000.
- b. Experience: Eligible teachers who earned a Year of Experience will receive a Base Salary Increase of \$1000
- c. Academic Needs: The Superintendent shall have discretion to increase an eligible teacher's salary to an amount up to \$82,000, provided the resultant salary remains within the salary range, for meeting academic needs of students. Meeting academic needs of students is defined as the need to retain teachers who are important to the School Corporation. The academic need factor is not related to experience or education. The Superintendent will notify the Association President prior to authorizing the increase. The experience factor is not more than 50% of the base salary increase.

Eligible teachers on a less than full time contract will receive a Base Salary Increase on a pro rata basis.

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

C. Paydays

1. Options

- a. Teachers have the option of having their base salaries paid in either twenty-four (24) installments or twenty (20) installments. Teachers choosing the 20-pay option will not receive regular compensation during the months of July or August.
- b. A beginning first year teacher will have the option of receiving 50% of their first check on the last pay date of the prior contract and the remaining 50% on the first pay date of the new school year.

2. Dates

- a. The initial payday for a school year shall be the same for either pay option.
- b. Payments shall be distributed via direct deposit to the financial institution designated by the employee on the 5th and 20th of each month. If a payday falls on a weekend or bank holiday, payroll will be deposited on the previous business day.

3. Non-Compensatory Absence

In the event that the administration has reasonable cause to believe that a teacher's absence is non-compensatory, the administration may dock the teacher's pay for the amount of the non-compensatory absence. The administration shall contact the teacher and Director of Human Resources to notify them of the affected paycheck as soon as possible.

D. New Teacher Salary

The school district will make every effort to hire new full time teachers at the Minimum Salary; however, the Superintendent has the discretion to set the new hire salary at any rate within the Salary Range provided the amount does not exceed the salary of a veteran Lake Central teacher with similar experience and education credentials without prior discussion with the LCTA President. For teachers with unique credentials and licensing, the Superintendent or designee will inform LCTA of the reason for the new hire rate.

E. Homebound Instruction (Grades K-12, inclusive)

Compensation for homebound teaching assignments shall be at the hourly rate of pay earned by the teacher in his regular full-time day school assignment.

F. Extra Classes

Teachers will receive payment equal to their hourly rate when they are assigned the ancillary duty of instructing an additional roster of students during their preparation period.

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

G. School Improvement/Special Projects

Teachers will be paid at the rate of sixteen dollars (\$16.00) per hour when assigned the ancillary duty of participating on school improvement/special projects committees.

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

H. State Teachers' Retirement Fund Contribution

Indiana Code requires the employee to pay 3% of their gross wages to the State Teachers' Retirement Fund. The Lake Central School Corporation will pay this 3% on behalf of the employee.

I. Grant Writing

A teacher will be paid at the rate of sixteen dollars (\$16.00) per hour when assigned the ancillary duty of writing a grant for the school or the school district and is not given release time during his/her workday to do so.

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

J. Personal Automobile Mileage Allowance

If teachers who are required, in the course of their daily assignments, to drive from one school to another, or to use their personal automobile while conducting school business, as required and approved by the administration, during the regular defined school day, shall receive mileage reimbursement on the basis of the current IRS mileage rate. Athletic and/or extracurricular assignments do not apply.

K. Curriculum Development

Teachers will be paid at the rate of thirty dollars (\$30.00) per hour when assigned the ancillary duty of working on the Curriculum Development Committee when performing these duties outside of school hours.

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

Article V: Insurance

A. Life

The Board shall provide life insurance in the amount of fifty thousand dollars (\$50,000) for each teacher. The option of an additional fifty thousand (\$50,000) is available at the teacher's expense.

B. Accidental Death and Dismemberment

The policy of life insurance provided by the School Corporation to the teachers shall contain an accidental death (double indemnity) and a dismemberment rider to said policy.

C. Hospitalization, Surgery, Major Medical, Dental, and Optical

1. Insurance premiums are subject to change January 1st.
2. The Board shall provide hospitalization, surgery, and major medical insurance protection to teachers for a full twelve (12) month period, commencing the first day of employment in the school year and continuing until August 31st of the following year.
3. The Board shall contribute \$7,904 toward the individual cost of the plan for each teacher who elects a single plan.
4. The Board shall contribute an additional \$2,000 for a total of \$9,904 toward the cost of the premium for the teacher who elects the employee & children plan, the employee & spouse plan, or the family plan. The additional \$2,000 replaces the credit formerly given to family plan members.

The Board's contribution shall be prorated in equal amounts based on 24 pays for those teachers selecting the 24 pay option and 18 pays for those teachers selecting the 20 pay option.

5. The Association shall have the opportunity to have one or more representatives from each building serve on the Benefits Committee which meets monthly to address changes and improvements to the corporation health plan.
6. The Benefits Committee shall mutually agree upon changes made to the plan on an annual basis.
7. The Board shall pay the full cost of a single dental plan premium toward a single or family dental plan for each teacher who elects dental insurance. The Board will pay the full cost of a family dental plan premium for each teacher who elects family dental insurance and family health insurance.
8. The Board shall pay the full cost of a single vision plan premium toward a single or family vision plan for each teacher who elects vision insurance. The Board will pay the full cost of a family vision plan premium for each teacher who elects family vision insurance and family health insurance.

D. Liability

The School Corporation shall carry insurance providing teachers with liability coverage and legal counsel for actions incurred while performing their assigned duties.

E. Long-term Disability

The Board shall provide, at no cost to the teachers, a long-term disability plan that provides a salary protection benefit of sixty-six and two-thirds percent (66.6%), a maximum benefit of ten thousand dollars (\$10,000) per month, and a ninety (90) day elimination period. Once an individual qualifies for Long-term Disability, at the conclusion of that specific school year, that individual will become inactive and thus is no longer considered an employee of the Lake Central School Corporation. If that individual, at some point, no longer qualifies for Long-term Disability they may re-apply for any position in Lake Central in which they are certified and proceed through the interview process.

F. Section 125 of the Internal Revenue Service Code

The Board shall provide a Section 125 premium conversion and dependent care/medical expense benefit plan at no cost to the participating teacher(s).

Article VI: Retirement Benefit

A. Retirement Procedures

1. The teacher shall notify the Board of School Trustees in writing of his/her intent to retire from the School Corporation on or before May 1st of the school year immediately preceding retirement, except in case of serious illness or disability.

2. In case of disability, the teacher shall present to the Board a doctor's statement of disability. The Board reserves the right to request a medical examination by Board appointed doctors.
3. In the event of death of a contracted teacher who is fifty (50) years of age or over, with twenty (20) year's experience, ten (10) of which are at the School Corporation, the designated beneficiary on the Indiana State Teachers' Retirement Fund shall have survivor's rights. Should a teacher desire to designate a beneficiary other than the Indiana State Teachers' Retirement Fund beneficiary, the teacher must provide written notification to the Superintendent by filling out the beneficiary form available in the Superintendent's office. In the event of a teacher's death, a copy of the death certificate is required prior to distribution of this benefit to the beneficiary.

B. Teachers with ten years' experience with LCSC as of June, 2004 (Buy-Out Plan)

1. Covered Group and Benefits

A teacher member of the Retirement Benefit Buy-Out Program who is fifty (50) years of age or over, with twenty (20) years of experience, ten (10) of which are at the Lake Central School Corporation or who has twenty-five (25) years of experience in the Lake Central School Corporation, may elect to retire from the Corporation and receive a one-time supplemental retirement benefit of two thousand (\$2000), plus fifty dollars (\$50) for each unused sick leave day. Teachers in the Buy-Out Plan group will receive seventy dollars (\$70) for each unused sick leave day that is accumulated above the total accumulated as of July 1, 2015.

Example:

Total # days accumulated as of June 30, 2015	200 x 50 = \$10,000
Total # days accumulated at retirement	278
Less # days at June 30, 2015	<u>-200</u>
	78 x 70 = \$ 5,460
Total supplemental retirement benefit:	<u>\$15,460</u>

2. Method of Payment

Retirement benefits shall be paid in the teacher's last school year to a 401 (a) plan account.

3. Teachers in this program also receive a one-time contribution to their individual VEBA and 401 (a) accounts in July 2005.
4. Beginning with the 2019-20 school year, these teachers will, in addition to their contracted salary, receive an on-going contribution of 3% of their base salary at the end of the school year. The LCTA and the Administration agree the 3.00% contributions will be apportioned with .50% deposited into the VEBA and 2.50% deposited into the 401(a).

C. Other teachers employed with LCSC during the 2003-2004 school year (Ongoing Plan)

1. Teachers employed by the School Corporation during the 2003-2004 school year with less than ten

- (10) years of experience (in the School Corporation) as of June 30, 2004, had an initial contribution of 1.25% of their base salary (based on the 2002 salary schedule) times their years of service in the School Corporation placed into retirement vehicles (VEBA and 401(a)) by July 15, 2005.
2. Beginning with the 2019-20 school year, these teachers will, in addition to their contracted salary, receive an on-going contribution of 3% of their base salary at the end of the school year. The LCTA and the Administration agree the 3.00% contributions will be apportioned with .50% deposited into the VEBA and the 2.50% deposited into the 401(a).
 3. Beginning with the 2015-16 school year, these teachers, if, 55 years of age or over, are eligible for Indiana Teacher Retirement and who have ten (10) years of experience in the Lake Central School Corporation, may elect to retire from the Corporation and receive a one-time supplemental retirement benefit of two thousand (\$2000), plus seventy dollars (\$70) for each unused sick leave day banked from July 1, 2015. The sick day total to be used in the calculation will be the amount accumulated at retirement minus the amount accumulated as of June 30, 2015. Retirement benefits shall be paid in the teacher's last school year to a 401 (a) plan account.

D. Teachers hired by LCSC after the conclusion of the 2003-2004 school year (Ongoing Plan)

1. Those teachers described above in Section C and teachers hired after July 15, 2004, will, in addition to their contracted salary, receive an on-going contribution of 1.25% of their base salary at the end of the school year. The LCTA and the Administration agree the 1.25% contributions will be apportioned with .50% deposited into the VEBA and .75% deposited into the 401(a); except that beginning with the 2019-20 school year, the on-going contribution rate will be 3.00% of their base salary, apportioned with .50% deposited into the VEBA and 2.50% deposited into the 401(a). Teachers will be fully vested in the program after ten (10) years of experience in the School Corporation.
2. These retirement benefits are now similar to the benefits described above in Section B with the exception of the age at which a teacher qualifies. Beginning with the 2015-16 school year, these teachers, if 55 years of age or over, are eligible for Indiana Teacher Retirement and who have ten (10) years of experience in the Lake Central School Corporation, may elect to retire from the Corporation and receive a one-time supplemental retirement benefit of two thousand dollars (\$2000), plus, seventy dollars (\$70) for each unused sick leave day from July 2015 forward. The sick day total to be used in the calculation will be the amount accumulated at retirement minus the amount accumulated as of June 30, 2015. Retirement benefits shall be paid in the teacher's last school year to a 401 (a) plan account.

E. Additional information that applies to teachers in C and D above:

Since 2004, teachers who had less than 10 years at LCSC and those hired after July, 2004 have been receiving 1.25% (changing to 3.00% in 2019-20) of their salary contributed to their 401a/VEBA accounts while veteran teachers described in Section B above, until 2015-2016, did not receive that contribution to their 401a/VEBA accounts. It is for this reason teachers who have accumulated days prior to the 2015-2016 school year will be compensated for their days at retirement using the calculation described in Section B above.

Example: Teacher has taught for ten years and has 35 days in his accumulated sick bank as of June 30, 2015. He teaches for twenty more years and at retirement has a total accumulation of 235 days. The sick day benefits paid to his 401a will be calculated as follows:

Total # days at retirement:	235
Less # days accumulated as of 6.30.15:	- 35
Net:	200
Multiplied times \$70 per day	\$14,000

F. Retirement Insurance Program

Immediately following retirement, the teacher shall have the option of remaining in the Corporation's current hospital/major medical insurance program, hereinafter referred to as group health plan, if the following conditions are met as of the date of retirement and thereafter:

1. While the retired teacher is enrolled in the group health plan, the retired teacher shall pay the entire insurance premium applicable to the insurance coverage, with the annual payment to be made on or before September 1st for the succeeding year or make arrangements for monthly payments of the premium; and
2. Within ninety (90) days of the retirement date, the teacher has provided a written request to the School Corporation for participation in the group health plan.

When a retired teacher first becomes eligible for Medicare (age 65), the teacher's eligibility to continue to participate in the School Corporation's group health plan shall terminate. The teacher's spouse and dependents, if any, will be allowed to continue participation for 36 months as required by COBRA, or until eligible for Medicare, whichever occurs first. It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2-6. Therefore, this right to extended coverage shall not override any rights to continuing healthcare coverage.

Forfeiture Policy for teachers who are not vested

If a teacher is a member of **C** or **D** (above), and his/her employment is severed due to a reduction in force, special provisions regarding forfeiture will apply. In order to protect any teacher who may be rehired after being part of a Reduction in Force, VEBA and 401 (a) accounts will not be forfeited until September 1st of the subsequent school year.

Additional Information on VEBA and 401 (a)

The School Corporation shall contribute to a voluntary employee's beneficiary association (VEBA) as described in section 501(c)(9) of the Code, that amount representing the present value of the group health insurance benefits and term life insurance as calculated for all employees. The organization administering the VEBA account shall be made by mutual agreement. (Currently Security Benefit) The term and conditions for the administration and operations of the VEBA shall be as follows:

1. The amount calculated for each employee will be invested in a separate VEBA account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.
2. Until such time that an employee has retired and satisfied the eligibility requirements, the employee shall have no access to the assets held in his or her separate VEBA account. At no time may a participant borrow from the VEBA plan account.
3. Following retirement, a retired employee may elect to commence distributions from his VEBA account to pay health insurance premiums and to be reimbursed for un-reimbursed medical expenses of the employee, spouse, and dependents. If an employee dies after having satisfied vesting requirements, the deceased employee's spouse or dependent children (or other dependents as defined by the IRS), will be able to use the remaining funds in the account for their eligible health care expenses. If the employee has no surviving spouse or dependent(s), any remaining funds will be forfeited. NOTE: IRS Revenue Ruling 2006-36 does not permit the payment of benefits to non-dependent heirs in the event a deceased participant has no surviving spouse or dependent(s).
4. If an employee resigns or otherwise terminates employment before satisfaction of vesting requirements, the terminated employee's VEBA account shall be forfeited as of June 30.

401(a) Plan

The School Corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. The organization (Currently Met Life), administering the 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:

1. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) plan.
2. Until such time that an employee has retired and satisfied eligibility requirements, the employee shall have no access to the assets held in his or her separate 401(a) plan account. At no time may a participant borrow from his 401(a) account.
3. If an employee retires or otherwise terminated employment before satisfaction of vesting requirements, the terminated employee's 401(a) plan account shall be forfeited as of June 30.
4. Following retirement and the satisfaction of vesting requirements, a retired employee may elect to commence distributions from his 401 (a) plan account. If an employee dies after having satisfied vesting requirements, the deceased employee's 401 (a) plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made.

Article VII: Co-Curricular and Extra-Curricular Stipends

A. Co-Curricular

CO-CURRICULAR STIPENDS

Band/Chorus	2021-2022 Stipend/Amount
6th Grade Band (Summer & Fall) Band (Middle)	1,843.00
Chorus – H.S.	7,370.00
Chorus – Middle School	3,685.00
Band – H.S.	9,213.00
Band Assistant – H.S.	3,685.00
Summer Marching Band – H.S.	3,317.00
Fall Marching Band – H.S.	3,317.00
Band – Middle School (Jazz/ISSMA)	3,685.00
Musical Choir & Programs – Elementary	550 per program
Color Guard/Winter Guard-HS	10,123.00
Media/Performing Arts	
Newspaper – H.S.	3,300.00
Yearbook-H.S.	3,300.00
DigitalYearbook - M.S.	440.00
Broadcasting/LCTV– H.S.	3,300.00
Art Club - Elementary	369.00
Art Shows	121 each
ESL Coordinator	5000.00
Dean of Students	5000.00

B. Extra-Curricular Compensation Stipends

EXTRACURRICULAR COMPENSATION STIPENDS SCHEDULE OF ADDITIONAL PAY FOR SPECIAL NEEDS

For some extracurricular positions, the number of positions is included for informational purposes only.

The number of positions has not been bargained and cannot be bargained in any future collective bargaining agreement.

All extracurricular compensation as listed is based on the completion of the assignment. Interruptions of duty will result in prorating of pay to cover the period worked.

SPORTS AND SPORT RELATED	2021-2022 STIPEND/AMOUNT
Middle School Athletic Coordinators - 1 each	7,370.00
Weight Training Coach/Proj Coor – H.S	16,583.00
Basketball	
Boys Head – H.S.	11,392.00
Girls Head – H.S.	11,392.00
Boys/Girls Assistant – H.S.	7,249.00
Boys/Girls JV – H.S.	7,249.00
Boys/Girls – Freshmen	5,896.00
Boys/Girls Assistant – Freshmen	4,422.00
Boys/Girls – M.S. 7/8 - 2 each	4,422.00
Boys/Girls B Team Assistant (MS - as needed)	2,860.00
Baseball	
Head Varsity - H.S	7,952.00
Assistant Varsity – H.S.	5,528.00

Head J.V. – H.S.	5,528.00
Freshmen Head – H.S.	5,159.00
Football	
Head – H.S.	15,000.00
Assistant – H.S. (5)	6,702.00
Freshmen Head – H.S.	6,265.00
Freshmen Assistant – H.S. (3)	5,896.00
Middle School 7/8	4,529.00
Assistant M.S.	3,223.00
Golf	
Boys – H.S.	5,968.00
Assistant Boys-H.S	3,836.00
Girls – H.S.	5,603.00
Assistant Girls – H.S	3,836.00

Gymnastics	2021-2022 Stipend/Amount
Gymnastics H.S	7,247.00
Assistant Gymnastics H.S	4,532.00
Gymnastics Middle School	2,750.00
Soccer	
Boys/Girls Head – H.S.	6,899.00
Boys/Girls Assistant – H.S.	5,159.00
Boys/Girls C-Team– H.S.	5,159.00
Softball	
Head Varsity H.S	7,901.00
Assistant Varsity H.S	5,528.00
Head J.V. H.S	5,528.00
Swimming	
Boys/Girls Head – H.S.	8,723.00
Boys/Girls Assistant – H.S.	5,896.00
Diving – H.S.	5,896.00
Assistant Diving – H.S.	2,948.00
Tennis	
Boys/Girls – H.S.	5,928.00
Boys/Girls Assistant – H.S.	3,724.00
Track (Indoor and Outdoor)	
Boys/Girls Head – H.S.	7,703.00
Boys/Girls Assistant – H.S.	5,159.00
Boys/Girls – M.S. 1 each	3,603.00
Boys/Girls - Assistant M.S. 1 each	2,211.00
Cross Country	
Boys/Girls – H.S.	6,571.00
Boys/Girls Assistant – H.S.	4,054.00
Boys/Girls – M.S. 1 each	3,317.00
Boys/Girls Cross Country Asst - M.S. (as needed)	1,540.00
Volleyball	
Head – H.S.	7,231.00
JV/Assistant – H.S.	5,159.00
JV – H.S	5,159.00
Freshmen – H.S	4,054.00
Head – Middle School 7/8 - 2-each	4,054.00

Wrestling	2021-2022 Stipend/Amount
Head – H.S.	8,107.00
Varsity Assistant – H.S.	5,896.00
Junior Varsity – H.S./Freshmen	4,791.00
Freshmen Assistant – H.S.	4,140.00
Skin Fold Measurement – H.S	369.00
Middle School - 1 each	4,054.00
Assistant Middle School - 1 each	3,317.00
Cheerleading	
Cheerleading – H.S.	5,638.00
Cheerleading Varsity Assistant – H.S.	3,317.00
Freshman Cheerleading.	3,132.00
Cheerleading Middle School – 1 each	3,132.00
Dance	
Poms – Middle School - 1 each	2,580.00
Centralettes – H.S.	2,211.00

ACADEMIC/EXTRACURRICULAR/STUDENT SERVICES ACADEMIC

Academic Coaches	2021-2022 Stipend/Amount
Academic Super Bowl (H.S./M.S.) 1 each	2,580.00
Academic Super Bowl Assistant – (H.S.)	737.00
Business Professionals of America (H.S.)	2,580.00
Future Problem Solving – M.S.	2,580.00
Science Olympiad (H.S./M.S.) 1 each	2,580.00
Science Olympiad Assistant (H.S./M.S.) 1 each	737.00
Student Government –(H.S./M.S.) 1 each	1,474.00
Hoosier Spell Bowl (H.S./M.S.) 1 each	1,474.00
Hoosier Spell Bowl Assistant – M.S.	369.00
Spell Bowl 5th grade 2 each	660.00
Math Counts – M.S. - 1 each	1,474.00
Math Bowl 5th grade 2 each	660.00
Elementary Spell Bowl - 2 each	660.00
Elementary Math Bowl 2 each	660.00
Student Council - MS/HS	1,474.00
Student Government - EL 2 each	737.00
Publications – M.S. - 1 each	1,650.00

Class Sponsors	
Grade 9 (2)	921.00
Grade 10 (2)	1,106.00
Grade 11 (2)	1,474.00
Grade 12 (2)	1,474.00
Media/Performing Arts	
Photography Coordinator-HS	737.00
Art Club – H.S.	1,106.00
Debate - HS	3,317.00
Rune - HS	1,474.00

Band/Music	2021-2022 Stipend/Amount
Drumline H.S (Winter)	4,975.00
Choir Accompanist – M.S. (Kahler)	99.00
Grade 5 Music Program (Clark/Kahler)	1,106.00
Play	
Choreographer – H.S.	921.00
Choreographer – Choral H.S.	1,843.00
Fall Play Director – H.S.	4,238.00
Fall Play Assistant – H.S.	2,764.00
Musical Play Director – H.S.	6,449.00
Musical Play Assistant – H.S.	3,132.00
Musical Director – Play – Instrumental – H.S.	1,474.00
Musical Director – Play – Vocal – H.S.	1,474.00
Freshmen Play – H.S	4,238.00
Freshmen Play Assistant – H.S	2,801.00
Play Director – M.S - 1 each	2,211.00
Play Assistant – M.S - 1 each	1,106.00
Summer Theatre – H.S.	5,528.00
Summer Theatre Assistant – H.S.	5,528.00
Clubs	
Academic Letterwinners – H.S	1,474.00
Astronomy – H.S	737.00
Best Buddies – H.S	2,200.00 Split by sponsors
Chess – H.S./M.S. - 1 each	1,474.00
Chess Asst – M.S.	737.00
Chess Club - EL	737.00
Dollars for Scholars – H.S	1,210.00
Ecoteens M.S. – Clark	737.00
Friendship Club – M.S. - 1 each	1,106.00
Future Medical Prof – H.S.	737.00
Fitness Club Grade 5 – M.S. 1 each	737.00
Fitness Club Assistant Grade 5 – M.S. - 1 each	369.00
Grade 5 Cooking Club - M.S. - 1 each	737.00
Help Club - M.S. - 1 each	737.00
Interact - H.S	1,843.00
International Thespian Society – H.S	2,200.00
Junior Honor Society – M.S. - 1 each	1,106.00

N-Teens – H.S (winter formal)	2,211.00
N-Teens Assistant – H.S	737.00
National Honor Society – H.S.	1,474.00
Paws for a Cause – (Clark)	550.00
Science Show - EL (pd 1/2 day off for set up)	110.00
Robotics - HS	2,580.00
Robotics - MS	1,474.00
Robotics - EL	880.00
Student Services	
Auditorium Coordinator – H.S.	1,675.00
Department Chairs	
Department Chair Stipend	4,484.00
Department Chair Allowance per member of department (excluding special education staff and themselves)	75.00
School Improvement Chair (new title) - HS	1,106.00
Mentor Teacher	500.00
Unified Sports	
Football Head Coach - HS/MS	2,200.00
Football Assistant Coach - HS/MS	1,650.00
Track Head Coach - HS/MS	2,200.00
Track Assistant Coach - HS/MS	1,650.00
Special Olympics Basketball - MS/HS 2 each	888.00
Special Olympics Bowling - MS/HS	766.00
Special Olympics Track/Field - MS/HS	1,898.00
Miscellaneous	
LC Sponsored Summer PD	\$50.00/day

Article VIII: Effect of the Agreement

A. Severability

If any provision of this Agreement or any application of this Agreement to any teacher or group of teachers is determined to be contrary to law, then such provision shall automatically be deleted from this Agreement and its application shall thereafter cease. In such an event, the parties shall meet to bargain a replacement clause for the severed provision, to the extent permitted by law; but all other provisions and applications of the Agreement shall continue in full force and effect.

B. Entire Agreement

The parties mutually agree that this Agreement has been executed pursuant to the provisions of IC 20-29-6 and that it contains the entire Agreement and understanding between the parties thereby superseding all previous oral or written Agreements. This Agreement may not be changed or amended except by a written instrument signed by both parties.

C. Attestations

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on 9.15.21.at 3:30 pm. Electronic participation from the parties and/or public was not permitted. No testimony was provided.
2. A public meeting in compliance with I.C. 20-29-6-19 was held on 10.4.21 at 3:30 pm, to discuss the tentative agreement. Electronic participation from the governing body and public was permitted.

D. Ratification

This Agreement, having been ratified by the Association and the Board is so attested to by the parties' signatures below:

For the Association:

Ratification Date: _____

By: _____ Date: _____
President

For the Board:

Board Approval Date: _____

By: _____
President

Date: _____

By: _____
Secretary

Date: _____

By: _____

Superintendent of Schools

Date: _____

Lake Central School Corporation
Administrative Pay Rates
2021-2022 School Year

<u>Position</u>	<u>Recommended Salary</u>
Director of Human Resources	138,300
Director of Secondary Education	136,000
Director of Primary Education	136,000
Director of Student Services	136,000
High School Principal	132,500
High School Assistant Principal	113,100
Athletic Director	116,300
Assistant Athletic Director	97,000
Middle School Principal	122,800
Middle School Assistant Principal	109,500
Elementary School Principal	119,800
Elementary School Assistant Principal	77,000
Director of Business Services	145,000
Director of Food Service	83,800
Director of Facilities	116,100
Director of Transportation	99,400
Director of Technology	109,600
Aquatics Director	72,800
High School Head Custodian	76,300

Lake Central School Corporation
Proposed Classified Staff Pay Increases
To Be Effective December 28, 2021

<u>Position</u>	<u>Current Starting Pay Rate</u>	<u>New Starting Pay Rate</u>	<u>Difference</u>	<u>Current Top Pay Rate</u>	<u>New Top Pay Rate</u>	<u>Difference</u>
Paraprofessionals / Aides / Tutors / Security Officer Asst / Study Hall Supervisors	\$13.00	\$14.50	1.50	\$15.75	\$17.25	1.50
School Nurses - General Ed	\$25.50	\$30.50	5.00	\$28.00	\$33.00	5.00
School Nurses - Special Ed	\$25.50	\$32.50	7.00	\$30.00	\$35.00	5.00
Contracted Bus Drivers	\$19.50 / \$21.50	\$21.00 / \$23.00 (2PB; 7 Sick) (3PB; 0 Sick)	1.50	\$23.50 / \$26.50 (2PB; 7 Sick) (3PB; 0 Sick)	\$25.00 / \$28.00 (2PB; 7 Sick) (3PB; 0 Sick)	1.50
Bus Aides	\$13.00	\$14.00	1.00	\$15.50	\$16.50	1.00
Transportation Dispatcher	\$16.50	\$18.00	1.50	\$19.50	\$21.00	1.50
Head Mechanic	\$30.50	\$32.00	1.50	\$32.50	\$34.00	1.50
Mechanic	\$26.50	\$28.00	1.50	\$30.25	\$31.75	1.50
Extra Trips Rate	\$16.50	\$18.00	1.50			
Bus Washer	\$12.00	\$13.50	1.50			
Bus Driver Trainer	\$20.00	\$21.50	1.50			
Bus Aide Trainer	\$18.17	\$19.50	1.33			
Driver in Training	\$10.00	\$11.50	1.50			
Head Custodian - Middle School	\$21.50	\$23.50	2.00	\$24.50	\$26.50	2.00
Head Custodian - Elementary	\$20.50	\$22.50	2.00	\$23.50	\$25.50	2.00
Building Level Custodian - Day Shift	\$15.10	\$16.60	1.50	\$19.50	\$21.00	1.50
Evening Shift Custodian	\$0.05	\$0.05	-			
Midnight Shift Custodian	\$0.10	\$0.10	-			
Corporation Maintenance - Class 2	\$17.10	\$18.60	1.50	\$21.50	\$23.00	1.50
Corporation Skilled Maintenance - Class 4	\$20.50	\$22.50	2.00	\$28.50	\$30.50	2.00
Corporation Skilled Maintenance Field Foreman	\$0.50	\$0.50	-			
Corporation Treasurer				\$63,000.00	\$73,000.00	10,000.00
Benefits Coordinator				\$63,000.00	\$73,000.00	10,000.00
12 Month Clerical - Class 1	\$20.00	\$21.50	1.50	\$24.05	\$25.75	1.70
12 Month Clerical - Class 2	\$21.50	\$23.00	1.50	\$26.05	\$27.75	1.70
Receptionist	\$17.80	\$17.80	-	\$20.30	\$21.50	1.20
9 Month Secretaries	\$16.50	\$18.00	1.50	\$19.50	\$21.00	1.50
Bookkeepers	\$16.50	\$18.00	1.50	\$19.50	\$21.00	1.50
Library Clerks	\$16.50	\$18.00	1.50	\$19.50	\$21.00	1.50
Instructional Technology Assistants	\$16.50	\$18.00	1.50	\$19.50	\$21.00	1.50
Full-Time Computer Tech (12 month)	\$17.50	\$19.50	2.00	\$20.50	\$22.50	2.00
Technology Specialist - Help Desk/Tech Specialist	\$17.50	\$19.50	2.00	\$20.50	\$24.50	4.00
Technology Specialist - Phones/Network				\$55,280.00	\$62,000.00	6,720.00
Technology Specialist - State Reporting				\$57,000.00	\$62,000.00	5,000.00
Technology Specialist - Data Support				\$57,000.00	\$62,000.00	5,000.00

Lake Central School Corporation
Proposed Classified Staff Pay Increases
To Be Effective December 28, 2021

<u>Position</u>	<u>Current Starting Pay Rate</u>	<u>New Starting Pay Rate</u>	<u>Difference</u>	<u>Current Top Pay Rate</u>	<u>New Top Pay Rate</u>	<u>Difference</u>
Food Service Manager - High School	\$17.65	\$18.15	0.50	\$19.65	\$20.65	1.00
Food Service Manager - Middle School	\$16.80	\$17.30	0.50	\$18.80	\$19.80	1.00
Food Service Manager - Elementary	\$13.95	\$14.45	0.50	\$15.75	\$16.75	1.00
Food Service Manager - Satellite Manager	\$12.75	\$13.25	0.50	\$14.50	\$15.50	1.00
Food Service Manger in Training	\$12.75	\$13.25	0.50	\$14.50	\$15.50	1.00
Food Service Operations Manager	\$17.65	\$18.15	0.50	\$19.65	\$20.65	1.00
Food Service Facility Coordinator	\$17.80	\$18.30	0.50	\$18.80	\$19.80	1.00
Food Service Office Manager / 12-Mn Secretary	\$20.00	\$21.50	1.50	\$24.05	\$25.75	1.70
Food Service Asst Office Manager	\$14.50	\$15.00	0.50	\$15.50	\$16.50	1.00
Food Service Office Financial Assistants	\$13.95	\$14.45	0.50	\$15.50	\$16.50	1.00
Product Supervisor	\$13.95	\$14.45	0.50	\$15.50	\$16.50	1.00
Product Specialist	\$12.75	\$13.25	0.50	\$14.50	\$15.50	1.00
Product Assistant	\$12.10	\$12.60	0.50	\$13.60	\$14.60	1.00
Operational Assistant	\$12.10	\$12.60	0.50	\$13.60	\$14.60	1.00
Cafeteria Assistant	\$11.50	\$12.00	0.50	\$13.30	\$14.30	1.00
School Service Providers *	\$ 47,300.00	\$ 52,000.00	4,700.00	\$ 48,700.00	\$ 55,000.00	6,300.00
Speech Language Assistants *	\$ 47,300.00	\$ 52,000.00	4,700.00	\$ 48,700.00	\$ 55,000.00	6,300.00
Educational Diagnosticians *	\$ 47,300.00	\$ 52,000.00	4,700.00	\$ 48,700.00	\$ 55,000.00	6,300.00
Interpreter	\$ 25.00	\$ 26.50	1.50	\$ 28.00	\$ 29.50	1.50
Parent Mentor	\$ 11.50	\$ 13.00	1.50	\$ 12.80	\$ 14.30	1.50
Occupational Therapists	\$ 51.50	\$ 53.50	2.00	\$ 57.00	\$ 59.00	2.00
Physical Therapists	\$ 51.50	\$ 53.50	2.00	\$ 57.00	\$ 59.00	2.00
Occupational Therapist Assistants	\$ 26.00	\$ 28.00	2.00	\$ 29.50	\$ 31.50	2.00
Physical Therapist Assistants	\$ 26.00	\$ 28.00	2.00	\$ 34.50	\$ 36.50	2.00

* Beginning rate for SSP, SLPA, and Educational Diagnosticians tied to beginning teacher rate.

Student / Summer Help:

(Print Shop, Lifeguards, Walker Supv, Custodial, PT Tech)	\$ 11.50	\$ 13.00
Student Weekend Workers (Auditorium)	\$ 15.50	\$ 17.00
Substitute Nurses **	\$ 21.50	\$ 30.50
Substitute Custodians **	\$ 15.10	\$ 16.60
Substitute Paraprofessionals **	\$ 13.00	\$ 14.50
Substitute Cafeteria Workers **	\$ 11.50	\$ 12.00
Substitute Bus Drivers **	\$ 19.50	\$ 21.00
Substitute Bus Aides **	\$ 13.00	\$ 14.00

** All substitutes earn the same as our first year hires.

- Employees in their current position since January 31, 2021 will be compensated at the Top Rate
- Employees coming into their current position after January 31, 2021 will be compensated at the Base Rate

Information Sheet

Position: 12 Month Administrative Assistants

Salary:

CLASS I

Administrative Assistants

CLASS II

Corporation Treasurer

Benefits Coordinator

Superintendent's Administrative Assistant

Human Resources Administrative Assistants

Payroll Administrative Assistants

Facilities Administrative Assistant

Student Services Administrative Assistant

Beginning \$21.50

Beginning \$23.00

Note: Due to the requirements of Indiana legislation, Lake Central School Corporation must maintain a positive fiscal position. As a result, deficit spending is not permitted, compelling the corporation to suspend employee raises or annual increments until state funding is adequate to provide for such increases in spending.

Work hour & days: 8 hours Days: 12 months

Paid Holidays: Labor Day, Fall Break Friday, Thanksgiving Day, Thanksgiving Friday, Christmas Eve, Christmas Day, New Years Eve, New Years Day, Martin Luther King Day, Good Friday, Memorial Day, July 4th

Benefits:

- Benefit days are applied on July 1 of each year and run through June 30 of the following year
- Personal Leave: 4 days; Sick Leave: 13 days (one of which may be used as a Ceremonial Rites day); Bereavement (immediate family): Up to 5 days
- Health insurance:
 - The School Corporation will contribute \$7,904 toward the cost of a single plan for employees. Please see the annual Insurance Cost Sheet for the contribution amounts for family plan coverage.
 - 12 Month Administrative Assistants hired after July 1, 2013, will be offered a single or family membership in the Lake Central School Corporation's health plan at the current employee cost, (cost subject to change each January). 12 Month Administrative Assistants hired prior to July 1, 2013 will be given the choice of receiving a \$600 annuity payment with the Lake Central approved vendor instead of the health insurance coverage noted above.
- Single plan Dental and Vision insurance provided.
- Liability insurance policy provided.
- Worker's Compensation insurance provided.
- Long Term Disability insurance provided.
- Life Insurance in the amount of \$10,000 for employee with zero (0) to two (2) years service; \$30,000 for employee in the third year and thereafter. Additional \$10,000 or \$30,000 of

insurance may be purchased by the employee. Life policy provided by Board shall contain accidental death (double indemnity) and dismemberment riders.

- Employee Wellness Program

Other:

- The School Corporation will contribute the employee's 3% contribution to the Public Employees Retirement Fund (PERF) for all 12 month Administrative Assistants.
- Supplemental Retirement Benefits:
 - Maximum benefit: \$15,000.00
 - Unused benefit days paid at daily rate up to maximum benefit
 - \$150.00 per year of service outside of maximum
 - \$25.00 per unused benefit days over maximum

Vacation Days:

Vacation days for 12 month Administrative Assistants will be based upon the following schedule:

- a) First Year of employment.....2 weeks vacation
- b) Second through fifth year of employment3 weeks vacation
- c) Sixth year on.....4 weeks vacation

- All vacation days in year 2 and on are uploaded to your account July 1st
- If you retire or resign in the middle of a year, your accumulated vacation days for that year will also be prorated.

****Newly hired 12 month Administrative Assistants as well as employees who retire in the middle of a year will have vacation and benefit days prorated at the rate of .8 days per month.**

Any vacation days not used prior to June 30 may be held for no longer than 90 days of the next year with approval.

Designated holidays occurring during the vacation period of an employee shall not be charged as vacation time.

In all cases, vacation dates will be selected in such manner that sufficient twelve month clerical personnel are on duty throughout the vacation periods. Vacation requests shall be approved by the immediate supervisor.

An employee who has resigned and is rehired shall be treated as a new employee relative to vacation.

Information Sheet

Position: 12 Month Central Office Receptionists

Salary:

12 Month Receptionist
Beginning \$17.80

Note: Due to the requirements of Indiana legislation, Lake Central School Corporation must maintain a positive fiscal position. As a result, deficit spending is not permitted, compelling the corporation to suspend employee raises or annual increments until state funding is adequate to provide for such increases in spending.

Work hour & days: 8 hours Days: 12 months

Benefits:

- Personal Leave: 2 days; Sick Leave: 6.5 days (one of which may be used as a Ceremonial Rites Day); Bereavement (immediate family): Up to 5 days
- Health insurance:
 - The School Corporation will contribute \$7,904 (\$3,952 per half time employee) toward the cost of a single plan for employees. Please see the annual Insurance Cost Sheet for the contribution amounts for family plan coverage.
 - 12 Month Receptionists hired after July 1, 2013, will be offered a single or family membership in the Lake Central School Corporation's health plan at the current employee cost, (cost subject to change each January). 12 Month Receptionists hired prior to July 1, 2013 will be given the choice of receiving a \$600 (\$300 per half time employee) annuity payment with the Lake Central approved vendor instead of the health insurance coverage noted above.
- Single plan Dental and Vision insurance provided.
- Liability insurance policy provided.
- Worker's Compensation insurance provided.
- Long Term Disability insurance provided.
- Life Insurance in the amount of \$10,000 for employee with zero (0) to two (2) years service; \$30,000 for employee in the third year and thereafter. Additional \$10,000 or \$30,000 of insurance may be purchased by the employee. Life policy provided by Board shall contain accidental death (double indemnity) and dismemberment riders.
- Employee Wellness Program

Other:

- The School Corporation will contribute the employees 3% contribution to the Public Employees Retirement Fund (PERF) for the 12 month Receptionists.
- Supplemental Retirement Benefits:
 - Maximum benefit: \$9,500.00
 - Unused benefit days paid at daily rate up to maximum benefit
 - \$50.00 per year of service outside of maximum
 - \$25.00 per unused benefit days over maximum

Information Sheet

Position:

**Technology Specialist
State Reporting
Technology Data Support**

Salary: Beginning \$19.50

Note: Due to the requirements of Indiana legislation, Lake Central School Corporation must maintain a positive fiscal position. As a result, deficit spending is not permitted, compelling the corporation to suspend employee raises or annual increments until state funding is adequate to provide for such increases in spending.

Work hours & days: 12 month position

Paid Holidays:

Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve, Christmas Day, New Years Eve, New Years Day, Martin Luther King Day, Good Friday, Memorial Day, July 4th

Benefits:

- Personal Leave: 4 days; Sick Leave: 13 days (one of which may be used as a Ceremonial Rites Day); Bereavement (immediate family): Up to 5 days
- Health insurance:
 - The School Corporation will contribute \$7,904 toward the cost of a single plan for employees. Please see the annual Insurance Cost Sheet for the contribution amounts for family plan coverage.
 - Employees hired after July 1, 2013, will be offered a single or family membership in the Lake Central School Corporation's health plan at the current employee cost, (cost subject to change each January). Employees hired prior to July 1, 2013 will be given the choice of receiving a \$600 annuity payment with the Lake Central approved vendor instead of the health insurance coverage noted above.
- Single plan Dental and Vision insurance provided.
- Liability insurance policy provided.
- Worker's Compensation insurance provided.
- Long Term Disability insurance provided.
- Life Insurance in the amount of \$10,000 for employee with zero (0) to two (2) years service; \$30,000 for employee in the third year and thereafter. Additional \$10,000 or \$30,000 of insurance may be purchased by the employee. Life policy provided by Board shall contain accidental death (double indemnity) and dismemberment riders.
- Employee Wellness Program

Other:

- The School Corporation will contribute the employees 3% contribution to the Public Employees Retirement Fund (PERF).
- Supplemental Retirement Benefits (Employees hired prior to January 1, 2005):
- Supplemental Retirement Benefits:
 - Maximum benefit: \$9,500.00
 - Unused benefit days paid at daily rate up to maximum benefit
 - \$50.00 per year of service outside of maximum
 - \$25.00 per unused benefit days over maximum

Vacation Days:

Vacation days for 12 month Technology Specialists will be based upon the following schedule:

- a) First year of employment.....2 weeks vacation
- b) Second through fifth year of employment3 weeks vacation
- c) Sixth year on.....4 weeks vacation

Any vacation days not used prior to June 30 you may request to carryover those vacation days to September 30, 2020.

Newly hired 12 month Technology Specialists shall be given a prorated number of vacation days at the rate of .8 days per month.

Designated holidays occurring during the vacation period of an employee shall not be charged as vacation time.

In all cases, vacation dates will be selected in such manner that sufficient personnel are on duty throughout the vacation periods. Vacation requests shall be approved by the immediate supervisor.

Lake Central School Corporation

8260 Wicker Avenue
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St. John, IN 46373
Fax: (219) 365-8406

website: lcsc.us



Lawrence Veracco, Ph.D.
Superintendent

Terry Mucha
Director of Human Resources

Yolanda Bracey, Ph.D.
Director of Primary Education

Sarah Castaneda
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Terry Mucha, Director of Human Resources
DATE: October 14, 2021
RE: Board Meeting of October 18, 2021

Personnel

(Board action required)

We are recommending that the following be approved:

I. Certified Appointment, Retirements, & Resignation:

A. Appointment:

1. Daniel Crnokrak, Temporary Math Teacher – from first semester only to full year, (effective January 3, 2022).

B. Retirements:

1. Pam Hoffmaster, Teacher-4th Grade, Kolling Elementary School, (effective at the end of the 2021-22 school year; *24 years of dedicated service*).
2. Mickey Zolfo, Teacher-2nd Grade, Peifer Elementary School, (effective at the end of the 2021-22 school year; *24 years of dedicated service to LC/28 years total*).
3. Cindy Fort, Math Teacher, Grimmer Middle School, (effective at the end of the 2021-22 school year; *37 years of dedicated service*).

C. Resignation:

1. Andrea Leahy, Math Teacher, Lake Central High School, (effective May 24, 2022).

II. Classified Appointments, Re-Hire, Resignations, Retirement, & Change of Hours:

A. Appointments:

1. Blair Haugh (Schererville), Paraprofessional, Homan Elementary School, (effective October 13, 2021).
2. Tyrah Kohut (Dyer), Paraprofessional, Bibich Elementary School, (effective October 26, 2021).
3. Tammy Martin (Cedar Lake), Paraprofessional, Bibich Elementary School, (effective October 26, 2021).

B. Re-Hire:

1. Carly Eagan, Paraprofessional, Homan Elementary School, (effective October 15, 2021).

C. Resignations:

1. Casey Morenz, Title 1 Paraprofessional, Protsman Elementary School, (effective October 7, 2021).

2. Bridgette, DeYoung, Paraprofessional, Bibich Elementary School, (effective October 15, 2021).
3. Nicole Herrmann, Bus Aide, Transportation, (effective October 6, 2021).
4. Kristine Kazmierczak, Café Assistant, Lake Central High School, (effective October 8, 2021).
5. Tiffany Daray, Paraprofessional, Clark Middle School, (effective October 11, 2021).
6. Lisa Robinson, Café Assistant, Lake Central High School, (effective October 15, 2021).

D. Retirement:

1. Carolyn Ready, Bus Driver, Transportation, (effective October 7, 2021; *20 years of dedicated service*).

E. Change of Hours:

1. Tracy Stolarz, Paraprofessional-from 7 to 7.25 hours per day, Clark Middle School, (effective October 5, 2021).
2. Makenna Cooper, Paraprofessional-from 7 to 7.25 hours per day, Clark Middle School, (effective October 7, 2021).
3. Alexis Gallegos, Paraprofessional-from 6.5 to 6.75 hours per day, Kolling Elementary School, (effective October 7, 2021).

III. Certified Extracurricular Appointments, Transfer, & Resignation:

A. Appointments:

1. Daniel Crnokrak, Boys 7th Grade “A” Basketball Coach, Kahler Middle School, (effective for the 2021-22 school year).
2. Danielle Miller, NJHS Co-Sponsor, Grimmer Middle School, (effective October 4, 2021).
3. Jereme Rainwater, JV Boys Soccer Coach, Lake Central High School, (effective August 2, 2021).

B. Transfer:

1. Vince Pucci, Head Wrestling Coach from Assistant Wrestling Coach, Kahler Middle School, (effective for the 2021-22 season).

C. Resignation:

1. Timothy Powers, Head Varsity Boys Golf Coach, Lake Central High School, (effective October 4, 2021).

IV. Classified Extracurricular Appointment & Resignation:

A. Appointment:

1. Dave Triveline, Assistant Wrestling Coach, Kahler Middle School, (effective for the 2021-22 season).

B. Resignation:

1. Jeff Myszak, 7th Grade Boys Basketball “B” Coach, Kahler Middle School, (effective September 24, 2021).

Approval of Lake Central School Corporation Substitute Staff Appointments and Resignations – Refer to attached list of substitutes that have been hired and have resigned.

10/18/2021

Substitutes - Hired

[illegible]

Substitutes - Resigned

[illegible]

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Director of Student Services

October 18, 2021

Certified Leave

Vince Pucci – Teacher – Kahler

Jaclyn Masteller – Teacher – LCHS

Alyssa Olund – Teacher – Homan

Tim Powers – Teacher – LCHS

Corrie Erdelles – Teacher - Kahler

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Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Dr. Yolanda Bracey, Director of Primary Education
DATE: October 15, 2021
RE: **Board Meeting of October 18, 2021**

PROFESSIONAL LEAVE REQUESTS

REVISED

NAME	Karie Leonard / Caitlin DeGrauwe
POSITION	Librarians
SCHOOL	Homan / Peifer
EVENT	What's New in Children's Books
DATES	11/30/2021
PLACE	Alsip, IL
DESCRIPTION	Workshop offering new children's books and strategies on using them in your program
SPONSORING ORGANIZATION	Bureau of Education & Research
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$279.00 x (2) Estimated Travel Cost - \$0
FUNDING	0101-22220-31200-099

YB/vv

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Director of Human Resources

Yolanda Bracey
Director of Primary Education

Sarah Castaneda
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Sarah Castaneda, Director of Secondary Education
DATE: October 14, 2021
RE: **Board Meeting of October 18, 2021**

PROFESSIONAL LEAVE REQUESTS

NAME	Sarah Castaneda / Richard Moore / Scott Graber, Karen Bowman, Erica Churilla
POSITION	Director of Secondary Education / Associate Principal / Principal / Counselors
SCHOOL	District / LCHS / Clark Middle School
EVENT	ISCA Fall Conference
DATES	11/10 – 11/12/2021
PLACE	Indianapolis, IN
DESCRIPTION	ISCA Conference and Award Luncheon (Richard Moore receiving “2022 Indiana School Administrator of the Year” award and Karen Bowman receiving “Middle School Counselor of the Year” award)
SPONSORING ORGANIZATION	Indiana School Counselors Association
EXPENSES	*Bowman attending 11/10 – 12 *Graber, Churilla attending 11/11 – 11/12 *Castaneda, Moore attending 11/12 only Estimated Meal Cost - \$35 x (4) Estimated Hotel Cost – \$356.05/\$154.44/\$104 Estimated Required Fees – \$160.00/\$110.00 Estimated Travel Cost – Mileage x 5
FUNDING	Corporation Title II – Castaneda, Moore 21-010-1-11200-58000-0051 – Graber, Bowman, Churilla

SC/vv

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Superintendent

Terry Mucha
Director of Human Resources

Yolanda Bracey
Director of Primary Education

Sarah Castaneda
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Rebecca Gromala, Director of Student Services
DATE: October 14, 2021
RE: **Board Meeting of October 18, 2021**

PROFESSIONAL LEAVE REQUESTS

NAME	Kyle Ellis
POSITION	School Service Provider
SCHOOL	Campagna Academy / TAP
EVENT	Nonviolent Crisis Intervention Instructor Certification
DATES	10/20 – 10/22/2021
PLACE	Oakbrook Terrace, IL
DESCRIPTION	Certification to become a CPI instructor with trauma qualification
SPONSORING ORGANIZATION	Crisis Prevention Institute
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees – \$4799 Estimated Travel Cost – Mileage
FUNDING	792-3-21220-31200-0001

RG/vv

NAME	Vanessa Swida-Clarke, Lisa Moldenhauer, Lucy Bertossi, Dana Rund, Kim Butler
POSITION	Occupational Therapists
SCHOOL	District
EVENT	Interoception: The Eighth Sense
DATES	11/03/2021
PLACE	Virtual Workshop
DESCRIPTION	Workshop on Interoception, The Eight Sense and how it impacts self-regulation, mental health, language and social connections
SPONSORING ORGANIZATION	Indiana Resource Center for Autism
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees – \$75.00 x (5) Estimated Travel Cost – \$0
FUNDING	646-0-21620-31200-0001

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Lawrence Veracco, Ph.D.
Superintendent

Rob James
*Director of Business
Services*

To: Board of School Trustees

From: Mr. Rob James, Director of Business Services

Date: October 14, 2021

RE: Board Meeting October 18, 2021

Resolution for 2022 Budget Appropriations and Tax Rates (Action Required)

This is the date and the hour established in the legal advertisement for the 2022 Budget Adoption. A public hearing was conducted on the 2022 Budget on Friday, October 1, 2021. This is the meeting at which the Board of School Trustees must formally adopt the Resolution of Appropriations.

The School Board needs to make a motion to adopt the 2022 Budget Appropriations and Tax Rates as presented and then vote on the motion.

Resolution to Adopt the 2022 Capital Projects Plan (Action Required)

This is the date and the hour established in the legal advertisement to adopt the 2022 Capital Projects Plan. A public hearing was conducted on the 2022 Capital Projects Plan on Friday, October 1, 2021. This is the meeting at which the Board of School Trustees must formally adopt the Resolution.

The School Board needs to make a motion to adopt the 2022 Capital Projects Plan and then vote on the motion.

Resolution to Adopt the 2022 School Bus Replacement Plan (Action Required)

This is the date and the hour established in the legal advertisement to adopt the 2022 School Bus Replacement Plan. A public hearing was conducted on the 2022 Bus Replacement Plan on Friday, October 1, 2021. This is the meeting at which the Board of School Trustees must formally adopt the Resolution.

The School Board needs to make a motion to adopt the 2022 Bus Replacement Plan and then vote on the motion.

**Resolution to Transfer Amounts From Education Fund to the Operations Fund
(Action Required)**

In accordance with 2017 HEA 1009, Indiana Code 20-40-2-3 requires us to continue to receipt all of the tuition support we receive from the State into the Education Fund. Subsequently, school districts need to transfer a portion of the tuition support from the Education Fund to the Operations Fund to cover the expenditures that moved from the Education Fund to the Operations Fund. At this time, we estimate that will be approximately \$5,400,000 for calendar year 2022. This represents approximately 8% of our estimated Education Fund Revenue for 2022. This resolution authorizes the Director of Business Services to make these transfers from the Education Fund to the Operations Fund equally on a monthly basis. As previously noted, this aggregate amount may need to be amended during 2022, depending on the result of our 2022 ADM counts and ongoing teacher negotiations.

Application to the Common School Fund Loan Program (Action Required)

The Administration is seeking permission to apply for a loan from the Common School Fund, Educational Technology Program. The maximum amount that we can apply for will be our official September '21 ADM count multiplied by \$100. At this time, we estimate the amount to be around \$922,500. We believe that the district should make every effort to bring additional dollars into our district to upgrade the technology in our buildings. The loan would be payable over five years at an interest rate of 1%, if awarded.

The Administration is recommending board approval for this application.

Donations (Action Required)

Received

Clark Middle School received a donation of 30 cases of water from Target and 100 cases of water from Manpal Singh, a Clark parent.

Kahler Middle School received the following donations:

1. The Science Department in memory of Linda Hoffman, a former long-time science teacher at Kahler. Donations totaling \$1,325 were collected for our science department. They will use the money to purchase tables and chairs for the courtyard so classes can use the outdoor space. Linda was instrumental in starting the Kahler Eco Teens club and was a passionate gardener who kept our plants watered and weeded long after her retirement.
2. \$3,025.27 was raised by 7th grade student Aila Drude as part of a service project. The money will go toward the Kahler Choir Program.
3. \$831 was donated by the parents of the Cross County Teams to purchase an upright freezer and a tent for shelter.

Protsman Elementary School received a donation of \$1,000 from Steak & Shake.

Given

The Kahler Middle School Student Council would like to donate \$100 to the Dyer Firefighter's Association annual fund drive.

The Administration recommends approving the donations as indicated above.

ADM Update

In your board packet, I have provided the Board with a summary of our ADM count for this school year and how each building compares to the 2020 count.

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
Generated 10/7/2021 3:58:51 PM

Ordinance / Resolution Number:

Be it ordained/resolved by the **Board of School Trustees** that for the expenses of **LAKE CENTRAL SCHOOL CORPORATION** for the year ending December 31, **2022** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **LAKE CENTRAL SCHOOL CORPORATION**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Board of School Trustees**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Board of School Trustees	School Board	10/18/2021

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0022	REFERENDUM FUND - EXEMPT OPERATING - POST 2009	\$10,000,000	\$10,030,000	0.1700
0180	DEBT SERVICE	\$6,542,827	\$6,893,018	0.1436
0186	SCHOOL PENSION DEBT	\$1,327,402	\$1,327,450	0.0277
0287	REFERENDUM DEBT FUND - EXEMPT CAPITAL - POST 2009	\$12,396,500	\$12,232,020	0.2265
3101	EDUCATION	\$64,000,000	\$0	0.0000
3300	OPERATIONS	\$23,000,000	\$17,063,364	0.3555
		\$117,266,729	\$47,545,852	0.9233

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Name		Signature
Cindy Sues, President	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Janice Malchow, Vice-President	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Howard Marshall Jr, Secretary	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Jennifer Medlen, Member	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Nicole Kelly, Member	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
Howard Marshall Jr	Secretary	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☒ No ☐

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

RESOLUTION TO ADOPT THE 2022 CAPITAL PROJECTS PLAN

This resolution is adopted by the Board of School Trustees of the Lake Central School Corporation of Lake County, Indiana.

WHEREAS, a School Operations Fund has been established; and

WHEREAS, the Board of School Trustees is required under IC 20-40-18-6 to adopt a Capital Projects Plan with respect to the Operations Fund; and

WHEREAS, the Board of School Trustees held a public hearing on the 1st of October, 2021 at the Lake Central High School Board Room, 8400 Wicker Avenue, St. John, Indiana.

THEREFORE, BE IT RESOLVED by the Board of School Trustees that the plan entitled Capital Projects Plan for the years 2022 to 2024, is hereby incorporated by reference into this resolution, and is adopted as the Board of School Trustees' plan with respect to the School Operations Fund.

BE IT FURTHER RESOLVED, that the Board of School Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-6 for approval.

Adopted this 18th day of October, 2021.

Cindy Sues, President

Dr. Janice Malchow, Vice President

Howard W. Marshall, Jr, Secretary

Dr. Jennifer Medlen, Member

Nicole Kelly, Member

»» BOARD OF SCHOOL TRUSTEES ««

RESOLUTION TO ADOPT THE YEAR 2022 SCHOOL BUS REPLACEMENT PLAN

This resolution is adopted by the Board of School Trustees of the Lake Central School Corporation of Lake County, Indiana

WHEREAS, a School Operations Fund has been established; and

WHEREAS, the Board of School Trustees is required under IC 20-40-18-9 to adopt a Bus Replacement Plan with respect to the School Operations Fund; and

WHEREAS, the Board of School Trustees held a public hearing on the 1st of October, 2021 at the Lake Central High School Board Room, 8400 Wicker Avenue, St. John, Indiana.

THEREFORE, BE IT RESOLVED, by the Board of School Trustees that the plan entitled School Bus Replacement Plan for the years 2022 through 2026, is hereby incorporated by reference into this resolution and is adopted as the Board of School Trustees' plan with respect to the School Operations Fund.

BE IT FURTHER RESOLVED, that the Board of School Trustees shall submit a certified copy of this resolution to the Department of Local Government Finance as required by IC 20-40-18-9 for approval.

Adopted this 18th day of October, 2021.

Cindy Sues, President

Dr. Janice Malchow, Vice President

Howard W. Marshall, Jr, Secretary

Dr. Jennifer Medlen, Member

Nicole Kelly, Member

»» BOARD OF SCHOOL TRUSTEES ««

**RESOLUTION TO TRANSFER AMOUNTS FROM THE EDUCATION FUND TO THE
OPERATIONS FUND**

This resolution is adopted by the Board of School Trustees of the Lake Central School Corporation of Lake County, Indiana.

WHEREAS, the Board of School Trustees is the governing body of the Lake Central School Corporation, Lake County, Indiana, and

WHEREAS, the Board of School Trustees has established an Education Fund and Operations Fund, and

WHEREAS, IC 20-40-2-3 requires distributions of tuition support to be received in the Education Fund;

THEREFORE BE IT RESOLVED, that the Board of School Trustees authorizes the Director of Business Services of the Lake Central School Corporation to transfer up to \$5,400,000 during 2022 from the Education Fund to the Operations Fund to cover expenditures that are not allocated to student instruction and learning under IC 20-42.5.

BE IT FURTHER RESOLVED, that the Director of Business Services shall make these transfers from the Education Fund to the Operation Fund equally on a monthly basis.

Adopted this 18th day of October, 2021.

Cindy Sues, President

Dr. Janice Malchow, Vice President

Howard W. Marshall, Jr, Secretary

Dr. Jennifer Medlen, Member

Nicole Kelly, Member

»»» BOARD OF SCHOOL TRUSTEES «««

School	Fall 2021 ADM	Fall 2020 ADM	Difference
Bibich	478	474	4
Homan	490	512	(22)
Kolling	713	675	38
Peifer	473	447	26
Protsman	597	596	1
Watson	480	420	60
Elementary Subtotal	3,231	3,124	107
Grimmer	778	762	16
Clark	1,064	1,054	10
Kahler	941	952	(11)
Middle School Subtotal	2,783	2,768	15
LCHS	3,211	3,274	(63)
TOTAL	9,225	9,166	59

Grade	Fall 2021 ADM	Fall 2020 ADM	Difference	Cohort Change
K	668	536	132	(186)
1	574	660	(86)	38
2	692	643	49	32
3	673	605	68	30
4	624	680	(56)	19
Elementary Subtotal	3,231	3,124	107	(67)
5	705	690	15	25
6	725	635	90	35
7	649	681	(32)	14
8	704	762	(58)	23
Middle School Subtotal	2,783	2,768	15	97
9	781	807	(26)	19
10	815	791	24	8
11	772	822	(50)	(19)
12	843	854	(11)	21
LCHS Subtotal	3,211	3,274	(63)	29
TOTAL	9,225	9,166	59	59

'21 K vs '20 Sr's