

LAKE CENTRAL SCHOOL CORPORATION
Lake Central High School
LGI ROOM – Enter Door E
8260 Wicker Avenue, St. John, IN 46373

Board Members Present

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

Board Members Not Present

Administration Present

Dr. Lawrence Veracco, Superintendent
Sarah Castaneda, Assistant Superintendent
Rebecca Gromala, Director of Student Services
Rob James, Director of Business Services
Bill Ledyard, Director of Facilities
Yolanda Bracey, Director of Primary Education
Misty Scheuneman, Director of Secondary Education

Administration Not Present

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

*All Motions Were Passed With a 5-0
Vote Unless Otherwise Indicated*

SCHOOL BOARD MEETING MINUTES
Monday, November 6, 2023 - 7:00pm

- 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**
 - Amendments to the Agenda include revisions to VII.A.2 and VII.A.4. under Dr. Veracco's section; revisions to the Personnel Recommendations under Sarah Castaneda's section, revisions to the Professional Lease Requests under Yolanda Bracey's section, and revisions to the Professional Leave Requests under Misty Scheuneman's section, and additional donations under Rob James' section.
 - Jennifer Medlen moved to approve.
 - Nicole Kelly seconded the motion.
 - Motion carried.
- III. Correspondence – *Nicole Kelly*
 - There was no correspondence.

- IV. Liaison Committee Updates – *Cindy Sues*
- A. Personnel Interview Committee: Howard Marshall
 - B. Schererville Redevelopment Commission: Nicole Kelly
 - C. Schererville Parks Department: Nicole Kelly
 - D. Lake Central Education Foundation: Janice Malchow
 - E. Dyer Parks Department: Janice Malchow
 - F. St. John Redevelopment Commission: Cindy Sues
 - G. St. John Parks Department: Cindy Sues
 - H. Dollars for Scholars: Cindy Sues
 - I. Wellness Committee: Jennifer Medlen
 - J. Dyer Redevelopment Commission: Jennifer Medlen
- V. Official School Board Business Topics: Consent Agenda – *Dr. Veracco* – **Action Required**
- A. Approval of Minutes
 - Regular Board Meeting: October 16, 2023
 - Special Board Meeting: October 25, 2023
 - B. Approval of Claims, Payroll and Extracurricular Expenditures
 - Howard Marshall moved to approve the Consent Agenda.
 - Janice Malchow 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. National Merit Scholarship Program Outstanding Performance 2022 Commendations
 - b. 2023 National Merit Scholarship Program Semifinalist
 - c. 2023 Recipient of the Harvard Book Prize
 - d. Teacher of the Year by the American Association of Teachers of French
 - e. College Board National Hispanic Recognition Award
 - f. College Board National African American Recognition Award
 - g. College Board National Hispanic Recognition & African American Recognition Award
 - h. College Board National Rural and Small Town Recognition Award
 - 2. Board Reorganization Resolution - **Action Required - REVISED**
 - Janice Malchow moved to approve.
 - Nicole Kelly seconded the motion.
 - Motion carried.
 - 3. Tobacco Coalition Community Conversation
 - 4. Professional Leave Requests - ISBA Legal Seminar, Ivy Tech Indy: 12.8.23 - **Action Required - REVISED**
 - Howard Marshall moved to approve.
 - Jennifer Medlen seconded the motion.
 - Motion carried.

B. Assistant Superintendent – *Sarah Castaneda*

1. Personnel Recommendations – **Action Required - REVISED**
 - Jennifer Medlen moved to approve.
 - Cindy Sues seconded the motion.
 - Motion carried.
2. Professional Leave Requests - **Action Required**
 - Nicole Kelly moved to approve.
 - Janice Malchow seconded the motion.
 - Motion carried.
3. Collective Bargaining Agreement, Administrative and Classified Pay Raises - **Action Required**
 - Nicole Kelly moved to approve.
 - Howard Marshall seconded the motion.
 - Motion carried.

C. Director of Primary Education – *Yolanda Bracey*

1. Professional Leave Requests - **Action Required - REVISED**
 - Howard Marshall moved to approve.
 - Jennifer Medlen seconded the motion.
 - Motion carried.
2. Feb 4 Presentation

D. Director of Secondary Education – *Misty Scheuneman*

1. Professional Leave Requests - **Action Required - REVISED**
 - Jennifer Medlen moved to approve.
 - Janice Malchow seconded the motion.
 - Motion carried.
2. Field Trip Requests - **Action Required**
 - Howard Marshall moved to approve.
 - Nicole Kelly seconded the motion.
 - Motion carried.
3. *Building Thinking Classrooms* Presentation - *Bob Gustas*
4. AP Scores and Recognition - *Erin Novak*

E. Director of Student Services - *Becky Gromala*

1. Professional Leave Requests - **Action Required**
 - Nicole Kelly moved to approve.
 - Janice Malchow seconded the motion.
 - Motion carried.
2. Education Scholarship Accounts

F. Director of Facilities – *Bill Ledyard*

1. LCSC 2023 Capital Projects - Update
 - a. Bibich ES Projects
 - i. New Building Addition Project
 - b. Grimmer MS HVAC Renovation
 - c. LCHS Varsity Baseball/Softball Lights

G. Director of Business Services – *Rob James*

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

- Jennifer Medlen moved to approve.
- Cindy Sues seconded the motion.

2. Donations - **Action Required - REVISED**

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

3. Approval of Agreement with Boyce Systems - **Action Required**

- Howard Marshall moved to approve.
- Jennifer Medlen seconded the motion.
- Motion carried.

VIII. Public Comments – *Cindy Sues*

- There were no public comments.

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

- Janice Malchow: I'd like to say congratulations to the State Champion Lake Central Cheerleaders. St. John Fire Department brought them back to town/school which is really cool.

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

- Next School Board Meeting: November 20, 2023

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

- Nicole Kelly moved to adjourn the meeting at 8:54pm.
- Cindy Sues seconded the motion.
- Motion carried, meeting adjourned.

Minutes of the November 6, 2023 School Board Meeting were approved and adopted by the Board of School Trustees at the November 20, 2023 School Board Meeting.

Cindy Sues, President

ATTEST:

Nicole Kelly, Secretary

Supporting Documents for Minutes

Summary of Board Recognitions for November 6, 2023

School Board Meeting in LGI Room

LCHS

- 1) Letter of Commendation by the National Merit Scholarship Program for Outstanding Performance on the 2022 PSAT/NMSQT exam – 9 Students
 1. Hunter Carroll
 2. Claire Chiabai
 3. Leah Engels
 4. Scott Huynh
 5. Antoni Jablonski
 6. Annika Palm
 7. Anthony Tortoriello
 8. Bao Tran
 9. Christian White
- 2) 2023 National Merit Scholarship Program Semifinalist – 1 Student
 1. Milica Lukic
- 3) 2023 Recipient of the Harvard Book Prize – 1 Student
 1. Ryan Hanson
- 4) Teacher of the Year by the American Association of Teachers of French – 1 Teacher
 1. Blandine Baldwin
- 5) College Board National Hispanic Recognition Award – 11 Students
 1. Aalia Abdulla
 2. Mackenzie Calinski
 3. Isabel Chavez
 4. Olivia Guerrero
 5. Joshua Lopez
 6. Claire Luna
 7. Dominic Negrete
 8. Laisha Pena
 9. Tara Schassburger
 10. Timothy Schmiedl
 11. Angel Vera
- 6) College Board National African American Recognition Award – 3 Students
 1. Dominic Erves
 2. Angel Harrigan
 3. Brandon Loubeau
- 7) College Board National Hispanic Recognition & African American Recognition Award – 1 Student
 1. Faith Harrison
- 8) College Board National Rural and Small Town Recognition Award – 2 Students
 1. Madeline Bickell
 2. Tyler Gagliardi

**NOTICE OF ADOPTION BY LAKE CENTRAL SCHOOL CORPORATION OF
RESOLUTION INITIATING AN AMENDED AND RESTATED BOARD
ORGANIZATION PLAN**

Notice is hereby given in accordance with I.C. 20-23-8-14 that the Board of School Trustees ("Board") of Lake Central School Corporation approved on November 6, 2023 the resolution set forth below which initiated an Amended and Restated Board Organization Plan changing the composition of the governing body of the School Corporation and manner of election. Pursuant to Indiana law, any voter residing within the geographic boundaries of Lake Central School Corporation has the right to file a petition with the clerk of the Lake County Circuit Court for alternative plan(s) or a petition protesting the adoption of the Plan set forth below.

**RESOLUTION INITIATING AN AMENDED AND RESTATED
BOARD ORGANIZATION PLAN CHANGING GOVERNING BODY
COMPOSITION AND MANNER OF ELECTION**

November 6, 2023

WHEREAS, the Board of School Trustees of Lake Central School Corporation currently consists of a five (5) member, non-partisan elected Board with:

- (i) Four (4) members elected (a) as residents from within one of four (4) geographically defined areas within the School Corporation and (b) by voters residing anywhere within the geographic boundaries of the School Corporation; and
- (ii) One (1) member elected (a) as an at-large member who may reside anywhere within the geographic boundaries of the School Corporation and (b) by voters residing anywhere within the geographic boundaries of the School Corporation; and

WHEREAS, the Board has concluded that it should initiate a proposed plan to change the composition and method of electing the Board by eliminating one of the residence districts and replacing it with a second at-large member elected by voters residing anywhere in the geographic boundaries of the School Corporation; and

WHEREAS, I.C. 20-23-8, *et. seq.*, provides that amendment of the Board's Organization Plan may be initiated by a resolution of the governing body; and

NOW THEREFORE, BE IT RESOLVED, by the Board of School Trustees of Lake Central School Corporation that pursuant to I.C. 20-23-8-10(a)(2), the Board hereby adopts the following Amended and Restated Board Organization Plan by which members of the Board are to be elected following the Effective Date (as hereafter defined):

RESOLUTION INITIATING AN AMENDED AND RESTATED
BOARD ORGANIZATION PLAN CHANGING GOVERNING BODY
COMPOSITION AND MANNER OF ELECTION

November 6, 2023

WHEREAS, the Board of School Trustees of Lake Central School Corporation currently consists of a five (5) member, non-partisan elected Board with:

- (i) Four (4) members elected (a) as residents from within one of four (4) geographically defined areas within the School Corporation and (b) by voters residing anywhere within the geographic boundaries of the School Corporation; and
- (ii) One (1) member elected (a) as an at-large member who may reside anywhere within the geographic boundaries of the School Corporation and (b) by voters residing anywhere within the geographic boundaries of the School Corporation; and

WHEREAS, the Board has concluded that it should initiate a proposed plan to change the composition and method of electing the Board by eliminating one of the residence districts and replacing it with a second at-large member elected by voters residing anywhere in the geographic boundaries of the School Corporation; and

WHEREAS, I.C. 20-23-8, *et. seq.*, provides that amendment of the Board's Organization Plan may be initiated by a resolution of the governing body; and

NOW THEREFORE, BE IT RESOLVED, by the Board of School Trustees of Lake Central School Corporation that pursuant to I.C. 20-23-8-10(a)(2), the Board hereby adopts the following Amended and Restated Board Organization Plan by which members of the Board are to be elected following the Effective Date (as hereafter defined):

LAKE CENTRAL SCHOOL CORPORATION

AMENDED AND RESTATED BOARD ORGANIZATION PLAN

A. Board of School Trustees ("Board") of Lake Central School Corporation ("School Corporation")

1. Number and Residential Districts. The governance of the School Corporation shall be vested in a Board of School Trustees composed of five (5) non-partisan members elected at a November general election in accordance with I.C. 20-23-4-29.1. There shall be three (3) Residence Districts, from which three (3) members shall be selected, with one (1) member residing in each Residence District. Two (2) members shall be considered At-Large, residing anywhere within the geographic boundaries of the School Corporation. All five (5) members shall be elected on a School

Corporation-wide basis, with registered voters residing within the geographic boundaries of the School Corporation permitted to cast a vote for every seat to be filled. The Board intends that this manner of election be the option allowed under I.C. 20-23-4-27(c)(2).

The three (3) Residence Districts shall be as follows:

- a. Dyer Residence District – that portion of the School Corporation bounded by the boundaries of the Town of Dyer, Lake County, Indiana.
- b. Schererville Residence District – that portion of the School Corporation bounded by the boundaries of the Town of Schererville, Lake County, Indiana.
- c. St. John Residence District – that portion of the School Corporation bounded by the boundaries of the Town of St. John, Lake County, Indiana.

The At-Large member seated prior to the Effective Date (as hereinafter defined) shall be referred to as the At-Large #1 member and the second At-Large seat provided through this amendment shall be referred to as the At-Large #2 member.

2. Term of Office. Members shall be elected to a term of office of four (4) years commencing on January 1 of the year following the year of their election. Terms shall be staggered, with members elected from the Dyer Residence District, St. John Residence District, and At-Large #1 elected in the same cycle (e.g., 2024, 2028, 2032 etc.), and members elected from the Schererville Residence District and At-Large #2 elected in the same cycle (e.g., 2026, 2030, 2034, etc.). Filings for election to the Board of School Trustees shall be in accordance with Indiana law.
3. Eligibility for Membership on Board. To be eligible to serve on the Board, a candidate for election to the Board must have attained the age of twenty-one (21) years before the candidate's term of office would begin. Candidates running for election to the Board from one (1) of the three (3) geographically limited and defined residence districts must have been a continuous resident of that residence district for at least one (1) year immediately prior to the general election for which the candidate's name is to appear on the ballot for election to the Board. Candidates running for election to the Board as an at-large member must have been a continuous resident within the geographic boundaries of the School Corporation for at least one (1) year immediately prior to the general election for which the candidate's name is to appear on the ballot for election to the Board. Property ownership shall not be an eligibility requirement for a candidate seeking election to the Board. Membership on the Board shall constitute a "lucrative office" as the term is used in Article 2, §9 of the Constitution of the State of Indiana. No member of the Board shall engage in unlawful dual office holding. No member of the Board shall be an employee of the School Corporation. Any employee elected to serve as a member of the Board shall resign from employment with the School Corporation before commencement of the applicable term of office.

4. Vacancies on Board. Vacancies occurring on the Board shall be filled by appointment of a person otherwise qualified and eligible for the seat by the majority vote of the remaining members of the Board. The appointed member shall serve the remainder of the unexpired term until a successor is elected to that office. If there is a tie vote or if such appointment is not made within thirty (30) days, the appointment shall be made by the Judge of the Lake County, Indiana Circuit Court in accordance with Indiana law. A member who ceases to be a resident within the geographic boundaries of the School Corporation shall be ineligible to be a member of the Board and creates a vacancy on the Board. Provided a member remains a resident of the School Corporation, relocation from the residence district for which the member was elected does not create a vacancy
5. Organization and Appointment of Officers. The Board shall annually organize within fifteen (15) days after the commencement date of the members' terms of office, or within such time as might otherwise be required by law. The Board shall elect from among its membership a president, vice president, and secretary *<consider an assistant secretary to cover the absence of the regular secretary>* for the year. No member may hold more than one office. The Board may make such other appointments as permitted by, and in accordance with, applicable law.
6. Compensation. Members of the Board shall be entitled to compensation for performance of their duties on the Board, as limited by applicable law, and as determined, from time to time, by resolution of this Board.

B. Transition Plan Pending Board Elections

1. Schedule of Current Board Terms. Prior to the Effective Date (as hereinafter defined), the terms of office of the members of the Board, their current corresponding seat, and the date their current term began and ends, all as determined by applicable law and School Corporation governing body selection plan then in effect at the time of their election are:

Existing Seat	Current Member	Current Term Began	Current Term Ends
Dyer Residence District	Jennifer Medlen	1/1/21	12/31/24
Schererville Residence District	Nicole Kelly	1/1/23	12/31/26
St. John Residence District	Cindy Sues	1/1/21	12/31/24
Outside Three Towns' Limits	Howard Marshall, Jr.	1/1/23	12/31/26
At-Large	Janice Malchow	1/1/21	12/31/24

2. Transition. Each member of the Board as it is now constituted shall continue as a member until his or her respective term of office expires except as hereinafter provided. The representation of the Outside Three Towns' Limits seat shall be

transitioned to a second At-Large seat under this proposed plan change in the following manner:

Member Howard Marshall, Jr. currently (i) resides within the geographic boundaries of the School Corporation, (ii) resides outside the boundaries of the three Towns' limits, and (iii) was elected to the seat by all voters living within the School Corporation. From and after the Effective Date (as hereinafter defined) of this proposed plan until the end of his present term, Member Howard Marshall, Jr. shall be a member of the Board designated as the At-Large #2 member.

3. Election for Board Members under Proposed Plan Change. Upon passage of this proposed plan change and it becoming effective upon the Effective Date (as hereinafter defined), all members of the Board will be elected at general elections held in November of the appropriate years under the following schedule:

Seat	Current Member	Next Election	Next Seating
Dyer Residence District	Jennifer Medlen	November 2024	01/01/25
Schererville Residence District	Nicole Kelly	November 2026	01/01/27
St. John Residence District	Cindy Sues	November 2024	01/01/25
At-Large #1	Janice Malchow	November 2024	01/01/25
At-Large #2	Howard Marshall, Jr.	November 2026	01/01/27

C. Effective Date of Board Organization Plan Change

This proposed plan change shall become effective as of the adoption of this plan and its approval, and fulfillment of the terms and requirements of I.C. 20-23-8-10, 20-23-8-14, and 20-23-8-15 ("Effective Date"). From and after the Effective Date, this Amended and Restated Board Organization Plan shall constitute and be the Plan of the Board of School Trustees of Lake Central School Corporation, and all prior plans are repealed.

D. Incorporation of Relevant Law

The intent of this Plan is to comply with all relevant provisions of Indiana law, and therefore, all relevant provisions of Indiana law not otherwise explicitly addressed are incorporated herein.

BE IT FURTHER RESOLVED, that the Secretary of this Board will cause notice of this Board's adoption of the foregoing Amended and Restated Board Organization Plan to be published in a newspaper of general circulation in Lake County, Indiana, pursuant to the requirements of I.C. 20-23-8-14.

BE IT FURTHER RESOLVED, that the Superintendent and his designees, the officers of this Board and School Corporation legal counsel be and are hereby authorized and directed to take any and all actions necessary or appropriate to affect the foregoing resolutions and to execute all other documents as are appropriate or otherwise necessary to effectuate the Amended and Restated Board Organization Plan as hereinabove set forth, all in accordance with applicable laws and regulations, and any such actions heretofore effected be, and hereby are, ratified and approved.

Approved this 6th day of November, 2023.

LAKE CENTRAL SCHOOL CORPORATION

By: _____
Cindy Sues, President
Board of School Trustees

ATTEST:

By: _____
Nicole Kelly, Secretary
Board of School Trustees

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BE IT FURTHER RESOLVED, that the Superintendent and his designees, the officers of this Board and School Corporation legal counsel be and are hereby authorized and directed to take any and all actions necessary or appropriate to affect the foregoing resolutions and to execute all other documents as are appropriate or otherwise necessary to effectuate the Amended and Restated Board Organization Plan as hereinabove set forth, all in accordance with applicable laws and regulations, and any such actions heretofore effected be, and hereby are, ratified and approved.

Resolution approved by the Board of School Trustees of Lake Central School Corporation on November 6, 2023.

LAKE CENTRAL SCHOOL CORPORATION

/s/ Secretary, Board of School Trustees

Lake Central School Corporation Addresses Vaping
Larry Veracco Superintendent
November 4, 2023

- I. Deep discussions regarding lengths of suspension, what zero tolerance truly means, and how essential/beneficial is expulsion
 - a. Apply the shortest consequence to make the point
 - b. Reconsider severe consequences when behavior only impacts the offender
- II. Shift in Usage from Cigarettes to Vaping Devices
 - a. Current Literature Indicates an Effort to target youth
 - i. Desirable Flavors – watermelon, vanilla custard, kiwi passion fruit, cola, apple, strawberry, mint **previously used with traditional tobacco products*
 - ii. Disguises – pens, hoodie strings, backpack cord, smartphone case, flash drive etc.
 - b. Advertising campaign
 - i. Young people having fun, partying, dating
 - ii. Attractive, well dressed with smiles
- III. Education
 - a. Redundant regarding addictiveness of nicotine and THC
 - b. Deeper dive into brain impacts of vaping
 - c. Inconsistent labeling regarding nicotine content
 - d. Survey at beginning – refer back to the why's in order to offer alternatives
- IV. Educators play a supporting role – not one of blame
- V. Questions

Dear Parent/Guardian(s):

There has been more information given to us about the harms of vaping in the last year, so we would like to be vigilant about informing you, the parent. We have been working to educate our youth on the harmful effects of vaping, so we also want to share parent resources with all of you. Here are a few resources about vaping with the hope of helping anyone who wants to stop using tobacco, nicotine and vaping products. Vaping has become an epidemic and we want to help in every way we can to educate our community.

Here are a few websites that may help open conversations and hopefully help eliminate the use of all vaping devices and nicotine within your home and throughout your family.

Vape Free Indiana Parents Page: <https://www.in.gov/isdh/tpc/2774.htm>

Catch My Breathe Parent Resource page: <https://www.catch.org/pages/cmb-parent-resources>

Stop Vaping: <https://teen.smokefree.gov/quit-vaping/how-to-quit-vaping>

Today Show Video : Hiding Vaping Devices in Plain Sight

<https://www.today.com/video/students-are-hiding-vaping-devices-in-plain-sight-70976581947>

Thank you greatly for your time and if we can support you in any way, please let us know.

Sincerely,

Mr.

1st Vape Class Information



- 1 Vaping Q & A.
- 1 How Vaping is Harmful and Extremely Addictive.
- 1 How Vaping is Negatively Affecting your Health (Brain, Heart, and Lungs).
- 1 Why is Vaping so addictive.
- 1 False Advertisement about Vaping.
- 1 Avoid Vaping due to Physical and Chemical dangers.

2nd Vape Class Information



- ☐ **Getting Started: How to Quit.**
- ☐ **Tobacco History.**
- ☐ **History Repeating**
- ☐ **Ingredient List.**
- ☐ **Moment of Truth.**
- ☐ **Setting a Date to Quit.**

Lake Central's Vape Classes



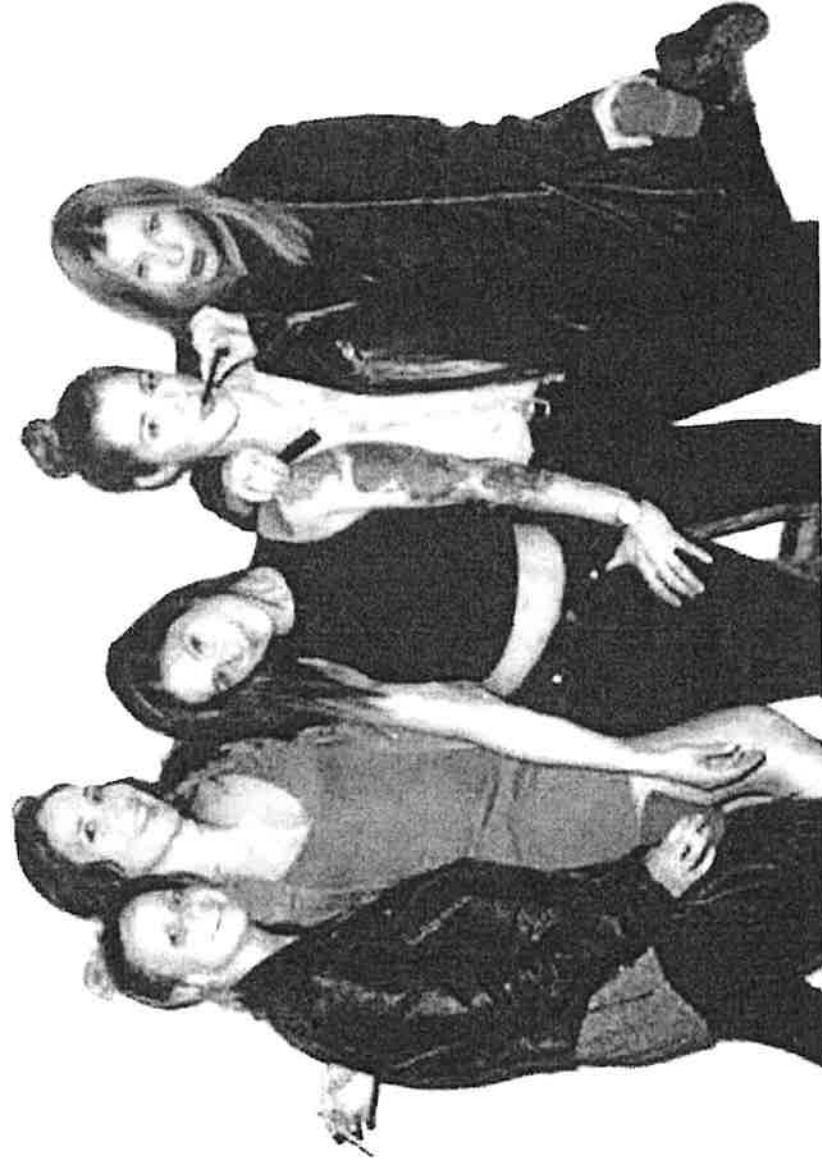
When caught Vaping or with a Vaping Device, Offenses 1 and 2 will result in a warning citation and Vaping Class 1 and 2.

1st Offense - Alternative to Suspension Plan (ASP) and a one-hour class on the dangers of vaping, nicotine, tobacco, and smoking.	2nd Offense - Alternative to Suspension Plan (ASP) and a one-hour class on the dangers of vaping, nicotine, tobacco, and smoking and a three hour Wednesday school.
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JUUL • JULY 14th - 14th 2015

JUUL

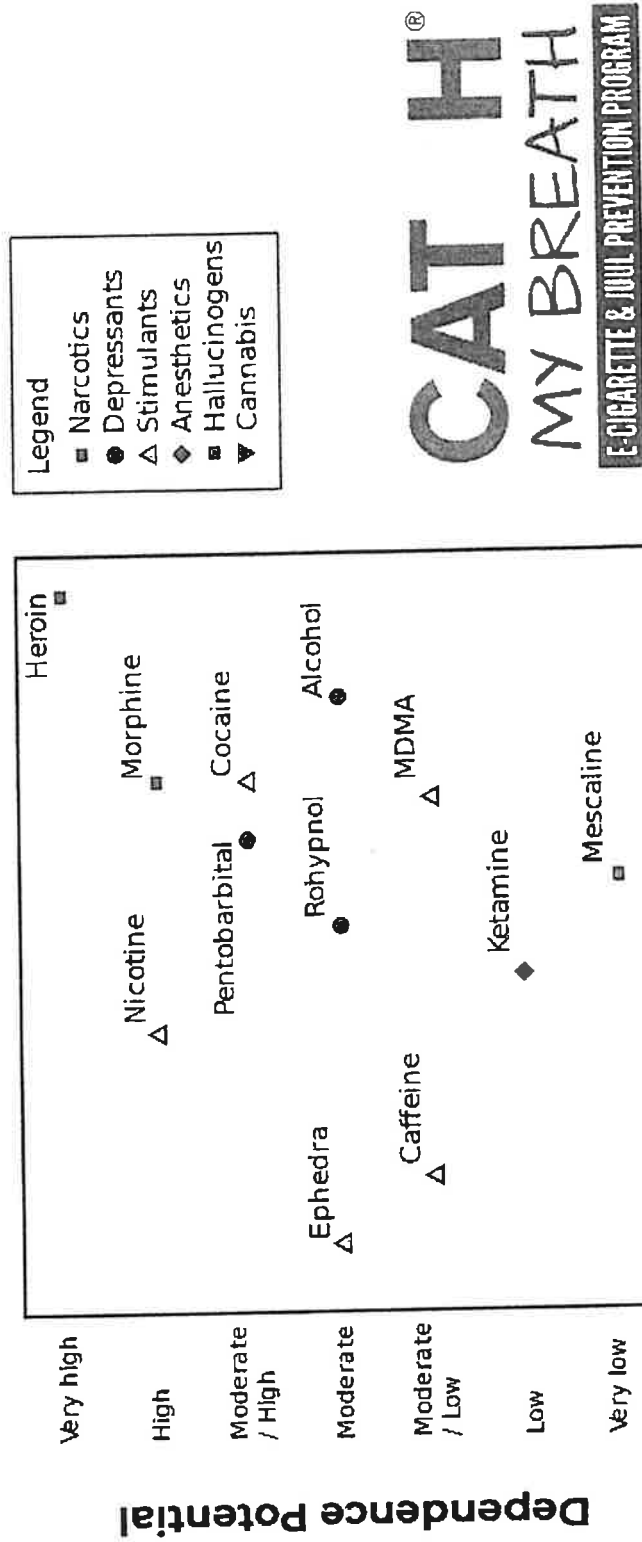
Having way too much fun at the #JUL launch party #LiquorLarder #Vegan #Veg





Who would be interested in candy flavored tobacco? Who are they really targeting?

The addiction potential for nicotine is "high" – only heroin is higher.



Lake Central School Corporation

8260 Wicker Avenue
Tel: (219) 365-8507

Saint John, IN 46373
Fax: (219) 365-6406

website:lcsc.us



Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed. D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Dr. Larry Veracco, Superintendent
DATE: November 2, 2023
RE: **Board Meeting of November 6, 2023**

PROFESSIONAL LEAVE REQUESTS

REVISED

NAME	Larry Veracco / Cindy Sues / Janice Malchow
POSITION	Superintendent / School Board President
SCHOOL	District
EVENT	ISBA School Law Seminar
DATES	12/08/2023
PLACE	Indianapolis, IN
DESCRIPTION	Annual conference
SPONSORING ORGANIZATION	Indiana School Boards Association
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$250 x (3) Estimated Travel Cost - Mileage
FUNDING	030-0-23210-58000-0001

Lake Central School Corporation

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website:lcsc.us



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Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Sarah Castaneda, Assistant Superintendent
DATE: November 2, 2023
RE: Board Meeting of November 6, 2023

Personnel

REVISION

(Board action required)

We are recommending that the following be approved:

I. Certified Resignation:

A. Resignation:

1. Jasmine Valerio, resource Teacher, Protsman Elementary School (effective November 3, 2023).

II. Classified Appointments, Transfer, Retirement, Resignations and Change of Days/Hours:

A. Appointments:

1. Marie Purnick (rehire), Paraprofessional, Grimmer Middle School (effective October 13, 2023).
2. Courtney Cruz (Crown Point), Paraprofessional, Homan Elementary School (effective October 19, 2023).
3. Dragan Andric (Schererville), Custodian, Lake Central High School (effective November 6, 2023).
4. Jamie Sotiroski (rehire), Paraprofessional, Protsman Elementary School (effective November 11, 2023).
5. Claudia Griffin (Dyer), Paraprofessional, Protsman Elementary School (effective November 6, 2023).
6. Amy Glowacki (Hammond), Paraprofessional, Homan Elementary School (effective November 1, 2023).
7. Rachel Torres (Dyer), Café Assistant, Lake Central High School (effective October 31, 2023).
8. Sarah Nejman (Schererville), Café Assistant, Lake Central High School (effective October 31, 2023).
9. Raquel Garcia (East Chicago), Custodian, Protsman Elementary School (effective November 6, 2023).
10. Melissa Osika (St. John), Paraprofessional, Bibich Elementary School (effective November 6, 2023).

11. Crystal Graham (St. John), Paraprofessional 3 days per week, Kolling Elementary School (effective November 6, 2023).
12. Sara Dennis (Schererville), Paraprofessional 2 days per week, Kolling Elementary School (effective November 6, 2023).
13. Kathy Romaniuk (Dyer), Café Assistant, Kolling Elementary School (effective November 13, 2023).

B. Transfer:

1. Denise Peterson, transfer from Administrative Assistant Payroll to Certified Administrative Assistant, Lake Central School Corporation (effective October 13, 2023).

C. Retirement:

1. Kimm Maznaritz, Administrative Assistant, Central Office Student Services (effective December 22, 2023); *13.5 years of dedicated service.*

D. Resignations:

1. Sarah Matthies, Custodian, Grimmer Middle School (effective October 13, 2023).
2. Ellen Dancer, Paraprofessional, Watson Elementary School (effective October 26, 2023).
3. Sandra Corona, Paraprofessional, Watson Elementary School (effective February 1, 2024).
4. Pete Bone, Bus Driver, Transportation Department (effective November 3, 2023).

E. Change of Days/Hours:

1. Samantha Crowley, Paraprofessional, Bibich Elementary School changing from 2 days to 5 days per week (effective November 13, 2023).
2. Jessica Krueger, Café Assistant, Lake Central High School changing from 4 hours to 5 hours per day (effective October 31, 2023).
3. Donna Fejes, Café Assistant, Bibich Elementary School changing from 4.5 hours to 5.75 hours per day (effective November 13, 2023).

III. Certified Extracurricular Appointments, Resignation:

A. Appointments:

1. Louis Greanias, 8th Grade Boys Basketball B-Team Coach, Grimmer Middle School (effective October 17, 2023).
2. Kelly Dominik, Mentor Resource Teacher, Clark Middle School (effective October 16, 2023).
3. John Alessia, Assistant Wrestling Coach, Kahler Middle School (effective for the 2023/2024 school year).
4. Emily Mackie, 7th Grade Girls Volleyball Coach, Grimmer Middle School (effective August 1, 2023).
5. Cheryl Cutsinger, SLPA Supervision, Clark Middle School/Peifer Elementary School (effective November 6, 2023).
6. Cole DeVries, Mentor Resource Teacher, Protsman Elementary School (effective November 6, 2023).

B. Resignation:

1. Eric Graves, Assistant Boys Golf Coach, Lake Central High School (effective October 18, 2023).
2. Christina Miljevic, Math Bowl Sponsor, Homan Elementary School (effective 2023-2024 school year).

IV. Classified Extracurricular Appointment, Resignations and Transfers:

A. Appointment:

1. Zacharias Galvan, Head Wrestling Coach, Kahler Middle School (effective for the 2023/2024 school year).

B. Resignations:

1. Parker Bryant, 8th Grade Boys Basketball Coach B-Team, Grimmer Middle School (effective October 13, 2023).
2. Joseph Skvarek, 8th Grade Girls Basketball B-Team Coach, Kahler Middle School (effective October 20, 2023).

C. Transfers:

1. Yvette Tovar, transfer from Assistant Varsity Softball Coach to Head Varsity Softball Coach, Lake Central High School (effective November 1, 2023).
2. Mark Porter, transfer from JV Softball Co-Coach to Assistant Varsity Softball Coach, Lake Central High School (effective November 1, 2023).

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

November 6, 2023

Revised

Certified FMLA Leave

Kimberly Kerr - Teacher, Lake Central High School

Amanda Rodriguez- Speech Therapist Asst., Protsman Elem.

Lake Central School Corporation

8260 Wicker Avenue St. John, IN 46373
Tel: (219) 365-8507 Fax: (219) 365-6406

website: lcsc.us



Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed.D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Sarah Castaneda, Assistant Superintendent
DATE: November 2, 2023
RE: **Board Meeting of November 6, 2023**

PROFESSIONAL LEAVE REQUESTS

NAME	Misty Scheuneman
POSITION	Director of Secondary Education
SCHOOL	District
EVENT	Rethinking RTI: Where Are We Now?
DATES	12/06/2023
PLACE	Virtual
DESCRIPTION	Virtual Phonics Workshop (The Science of Reading)
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 Estimated Travel Cost – \$0
FUNDING	District Title II

SC/vv

AGREEMENT

BETWEEN

**THE
LAKE CENTRAL BOARD OF SCHOOL
TRUSTEES**

AND

**THE
LAKE CENTRAL TEACHERS' ASSOCIATION**

July 1, 2023 through June 30, 2024

TABLE OF CONTENTS

I.	AGREEMENT	
	A. Agreement	4
	B. Term	4
	C. Reopener Language	4
	D. Presentation of Agreement	4
	E. Recognition	4
	F. Definitions	4
II.	ASSOCIATION RIGHTS	
	A. Association Business	5
	B. Legislative Leave	5
III.	LEAVES	
	FMLA Overview	5
	A. Personal Illness/Family Illness	6
	B. Personal Business	6
	C. Workers' Compensation (On the Job Injury)	7
	D. Professional Leave	7
	E. Bereavement	7
	F. Military	8
	G. Maternity/Paternity/Adoptive	8
	H. Emergency Leave	9
	I. Jury Duty Leave	9
	J. Extended Medical Leaves	9
	K. Extended Leaves	10
	L. Ceremonial Rights Leave	10
IV.	PROFESSIONAL COMPENSATION	
	A. Glossary of Terms	10
	B. 2023-24 Compensation Model	11
	C. Paydays	11
	D. New Teacher Salary	12
	E. Homebound Instruction	12
	F. Extra Classes	12
	G. School Improvement/Special Projects	12
	H. State Teachers' Retirement Fund Contribution	12
	I. Grant Writing	12
	J. Personal Automobile Mileage Allowance	13
	K. Curriculum Development	13

V.	INSURANCE	
	A. Life	13
	B. Accidental Death and Dismemberment	13
	C. Hospitalization, Surgery, Major Medical, Dental and Optical	13
	D. Liability	14
	E. Long-term Disability	14
	F. Section 125 of the Internal Revenue Code	14
VI.	RETIREMENT BENEFIT	
	A. Retirement Procedures	14
	B. Teachers with ten years' experience with LCSC as of June 2004 (Buy-Out Plan)	15
	C. Other teachers employed with LCSC during the 2003-2004 school year (Ongoing Plan)	15
	D. Teachers hired by LCSC after the conclusion of the 2003-2004 school year (Ongoing Plan)	16
	E. Additional Information that applies to teachers in C & D	16
	F. Retirement Insurance Program	16
	Forfeiture Policy for teachers who are not vested	17
	Additional Information on VEBA and 401(a)	17
VII.	CO-CURRICULAR AND EXTRA CURRICULAR STIPENDS	
	A. Co-curricular	18
	B. Extra-Curricular	19
VIII.	EFFECTS OF THE AGREEMENT	
	A. Severability	27
	B. Entire Agreement	27
	C. Attestations	27
	D. Ratification	27

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, 2023, and shall continue in effect through June 30, 2024.

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:
 - a. The birth of a child and to care for the newborn child within one year of birth.
 - b. 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.
 - c. To care for the employee's spouse, child, or parent who has a serious health condition.
 - d. 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 nine (9) 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 Intranet, then Employee Access.
2. Unused leave shall be cumulative 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 prorated 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 four (4) 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:

12800 Mississippi Parkway, Suite 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 in order to attend a service 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 LCTA 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 the National Guard or Reserve Unit is called to temporary active duty during the school year due to an 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 prorated 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. 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 2023-24 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 2023-24 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 2023-24 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 2023-24 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 2023-24 Compensation Model).

B. 2023-24 Compensation Model

1. Minimum Salary: The Minimum Salary for the 2023-24 school year will be \$54,000.
2. Salary Range: The salary range for the 2023-24 school year is \$53,000 - \$88,000 (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 \$1,334.
 - b. Experience: Eligible teachers who earned a Year of Experience will receive a Base Salary Increase of \$666.
 - c. Academic Needs: The Superintendent shall have discretion to increase an eligible teacher's salary to an amount up to \$88,000, provided the resultant salary remains within the salary range, for meeting academic needs of students, except that the resultant salary for a speech language pathologist shall be no more than \$77,500. Meeting academic needs of students is defined as the need to retain teachers who are important to the School Corporation. The academic needs 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 Assistant Superintendent 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 will change January 1, 2024.
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 \$9,136 toward the individual cost of the plan for each teacher who elects a single plan.
4. The Board shall contribute an additional \$4,164 for a total of \$13,300 toward the cost of the premium for the teacher who elects the employee & children plan, the employee & spouse plan, or the family plan.
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:	\$15,460
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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:	<u>-35</u>
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 unreimbursed 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	2023-24 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
Summer Percussionist – H.S.	3,000.00
Fall Marching Band – H.S.	3,317.00
Band – Middle School (Jazz/ISSMA)	3,685.00
Musical Choir & Programs – Elementary	550.00 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
Digital Yearbook - M.S.	440.00
Broadcasting/LCTV– H.S.	3,300.00
Art Shows	121.00 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	2023-24 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. (6)	6,702.00
Freshmen Head – H.S.	6,265.00
Freshmen Assistant – H.S. (3)	5,896.00
Middle School 7/8 (2 Kahler, 2 CMS/GMS combined)	4,529.00
Assistant M.S. (2 Kahler, 2 CMS/GMS combined)	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	
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	

Boys/Girls Head – H.S.	7,231.00
Girls JV/Assistant – H.S.	5,159.00
Boys/Girls JV – H.S	5,159.00
Girls Freshmen – H.S	4,054.00
Girls Head – Middle School 7/8 - 2-each	4,054.00
Wrestling	
Boys Head – H.S	8,107.00
Boys Varsity Assistant – H.S.	5,896.00
Boys Junior Varsity – H.S./Freshmen	4,791.00
Boys Freshman Assistant – H.S.	4,140.00
Girls Head – H.S.	6,000.00
Girls Assistant/Trainer – H.S.	2,017.00
Skin Fold Measurement – H.S	369.00
Boys Middle School - 1 each	4,054.00
Boys 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	2023-24 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 1 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 - 5th Grade	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	
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

Best Buddies – M.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
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
Project LIT - MS	1,106.00
eSports - HS	3,000.00 split by sponsors
FCCLA	2,580.00
Student Services	

Auditorium Coordinator – H.S.	1,675.00
Department Chair Stipend	4,484.00
Department Chair Allowance per member of department (excluding special education staff and themselves)	75.00
School Improvement Chair - 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
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 10.25.23 at 6:00 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 11.06.23 at 7:00 pm, to discuss the tentative agreement. Electronic participation from the governing body and public was not 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: _____
President

Date: _____

For the Board:

Board Approval Date: _____

By: _____
President

Date: _____

By: _____
Secretary

Date: _____

By: _____
Superintendent of Schools

Date: _____

Lake Central School Corporation
Administrative Pay Rates
2023-2024 School Year

<u>Position</u>	<u>Recommended Salary</u>
Superintendent	188,493
Assistant Superintendent	152,000
Director of Secondary Education	140,000
Director of Primary Education	140,000
Director of Student Services	140,000
High School Principal	136,500
High School Associate Principal	121,100
High School Assistant Principal	117,100
Athletic Director	120,300
Assistant Athletic Director	101,000
Middle School Principal	126,800
Middle School Assistant Principal	113,500
Elementary School Principal	123,800
Elementary School Assistant Principal	81,000
Director of Business Services	149,000
Director of Food Service	87,800
Director of Facilities	120,100
Director of Transportation	103,400
Director of Technology	113,600
Director of Safety and Security	90,000
Aquatics Director	76,800
High School Head Custodian	80,300

Lake Central School Corporation
Proposed Classified Staff Pay Increases
To Be Effective December 28, 2023

<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	\$15.25	\$16.10	0.85	\$18.00	\$18.85	0.85
School Nurses - General Ed				\$33.75	\$34.60	0.85
School Nurses - Special Ed				\$35.75	\$36.60	0.85
Contracted Bus Drivers	\$21.75 / \$23.75 (3PB; 7 Sick) (4PB; 0 Sick)	\$22.60 / \$24.60 (3PB; 7 Sick) (4PB; 0 Sick)	0.85	\$25.75 / \$28.75 (3PB; 7 Sick) (4PB; 0 Sick)	\$26.60 / \$29.60 (3PB; 7 Sick) (4PB; 0 Sick)	0.85
Bus Aides	\$14.75	\$15.60	0.85	\$17.25	\$18.10	0.85
Transportation Dispatcher	\$18.75	\$19.60	0.85	\$21.75	\$22.60	0.85
Head Mechanic	\$32.75	\$33.60	0.85	\$34.75	\$35.60	0.85
Mechanic	\$28.75	\$29.60	0.85	\$32.50	\$33.35	0.85
Extra Trips Rate	\$18.75	\$19.60	0.85			
Safety Board / Collision & Stop Arm Review	\$16.00	\$16.85	0.85			
Bus Washer	\$14.25	\$15.10	0.85			
Bus Driver Trainer	\$22.25	\$23.10	0.85			
Bus Aide Trainer	\$20.25	\$21.10	0.85			
Driver / Aide in Training	\$12.25	\$13.10	0.85			
Head Custodian - Middle School	\$24.25	\$25.10	0.85	\$27.25	\$28.10	0.85
Head Custodian - Elementary	\$23.25	\$24.10	0.85	\$26.25	\$27.10	0.85
Building Level Custodian - Day Shift	\$17.35	\$18.20	0.85	\$21.75	\$22.60	0.85
Evening Shift Custodian	\$0.05	\$0.05	*			
Midnight Shift Custodian	\$0.10	\$0.10	*			
Corporation Maintenance - Class 2	\$19.35	\$20.20	0.85	\$23.75	\$24.60	0.85
Corporation Skilled Maintenance - Class 4	\$23.25	\$24.10	0.85	\$31.25	\$32.10	0.85
Corporation Skilled Maintenance Field Foreman	\$0.50	\$0.50	*			
Corporation Treasurer				\$75,000.00	\$77,000.00	2,000.00
Benefits Coordinator				\$75,000.00	\$77,000.00	2,000.00
12 Month Clerical - Class 1	\$22.25	\$23.10	0.85	\$26.50	\$27.35	0.85
12 Month Clerical - Class 2	\$23.75	\$24.60	0.85	\$28.50	\$29.35	0.85
Receptionist	\$17.80	\$17.80	*	\$22.25	\$22.60	0.35
9 Month Secretaries	\$18.75	\$19.60	0.85	\$21.75	\$22.60	0.85
Bookkeepers	\$18.75	\$19.60	0.85	\$21.75	\$22.60	0.85
Library Clerks	\$18.75	\$19.60	0.85	\$21.75	\$22.60	0.85
Instructional Technology Assistants	\$18.75	\$19.60	0.85	\$21.75	\$22.60	0.85
Substitute Caller	\$18.75	\$19.60	0.85	\$21.75	\$22.60	0.85
Full-Time Computer Tech (12 month)	\$20.25	\$21.10	0.85	\$23.25	\$24.10	0.85
Technology Specialist - Help Desk/Tech Specialist	\$20.25	\$21.10	0.85	\$25.25	\$26.10	0.85
Technology Specialist - Phones/Network				\$75,000.00	\$77,000.00	2,000.00
Technology Specialist - State Reporting				\$75,000.00	\$77,000.00	2,000.00
Technology Specialist - Data Support				\$75,000.00	\$77,000.00	2,000.00

Lake Central School Corporation
Proposed Classified Staff Pay Increases
To Be Effective December 28, 2023

Position	Current Starting Pay Rate	New Starting Pay Rate	Difference	Current Top Pay Rate	New Top Pay Rate	Difference
Food Service Manager - High School	\$19.15	\$20.00	0.85	\$21.65	\$22.50	0.85
Food Service Manager - Middle School	\$18.30	\$19.15	0.85	\$20.80	\$21.65	0.85
Food Service Manager - Elementary	\$15.45	\$16.30	0.85	\$17.75	\$18.60	0.85
Food Service Manager - Satellite Manager	\$14.25	\$15.10	0.85	\$16.50	\$17.35	0.85
Food Service Manager in Training	\$14.25	\$15.10	0.85	\$16.50	\$17.35	0.85
Food Service Operations Manager	\$19.15	\$20.00	0.85	\$21.65	\$22.50	0.85
Food Service Facility Coordinator	\$19.30	\$20.15	0.85	\$20.80	\$21.65	0.85
Food Service Office Manager / 12-Mo Secretary	\$22.25	\$23.10	0.85	\$26.50	\$27.35	0.85
Food Service Asst Office Manager	\$16.00	\$16.85	0.85	\$17.50	\$18.35	0.85
Food Service Office Financial Assistants	\$15.45	\$16.30	0.85	\$17.50	\$18.35	0.85
Product Supervisor	\$14.25	\$15.10	0.85	\$16.50	\$17.35	0.85
Product Specialist	\$13.60	\$14.45	0.85	\$15.60	\$16.45	0.85
Operational Assistant	\$13.60	\$14.45	0.85	\$15.60	\$16.45	0.85
Cafeteria Assistant	\$13.00	\$13.85	0.85	\$15.30	\$16.15	0.85
Catering Services	\$18.30	\$19.15	0.85			

School Service Providers *	\$ 53,000.00	\$53,000.00		\$ 57,000.00	\$58,300.00	1,300.00
Speech Language Assistants *	\$ 53,000.00	\$53,000.00		\$ 57,000.00	\$58,300.00	1,300.00
Educational Diagnosticians *	\$ 53,000.00	\$53,000.00		\$ 57,000.00	\$58,300.00	1,300.00
Interpreter	\$ 27.25	\$ 28.10	0.85	\$ 30.25	\$ 31.10	0.85
Parent Mentor	\$ 13.75	\$ 14.60	0.85	\$ 15.05	\$ 15.90	0.85
Occupational Therapists	\$ 54.25	\$ 55.10	0.85	\$ 59.75	\$ 60.60	0.85
Physical Therapists	\$ 54.25	\$ 55.10	0.85	\$ 59.75	\$ 60.60	0.85
Occupational Therapist Assistants	\$ 28.75	\$ 29.60	0.85	\$ 32.25	\$ 33.10	0.85
Physical Therapist Assistants	\$ 28.75	\$ 29.60	0.85	\$ 32.25	\$ 33.10	0.85
Behaviorist	\$ 28.75	\$ 29.60	0.85	\$ 32.25	\$ 33.10	0.85

* SSP, SLPA, and Educational Diagnosticians will get retro pay back to September 1st, same a teachers

Student / Summer Help:						
(Print Shop, Lifeguards, Walker Supv, Custodial, PT Tech)	\$ 13.75	\$ 14.00				
Student Weekend Workers (Auditorium)	\$ 17.75	\$ 18.00				
Substitute Nurses	\$ 31.25	\$ 32.10				
Substitute Custodians **	\$ 17.35	\$ 18.20				
Substitute Paraprofessionals **	\$ 15.25	\$ 16.10				
Substitute Cafeteria Workers **	\$ 13.00	\$ 13.85				
Substitute Bus Drivers **	\$ 21.75	\$ 22.60				
Substitute Bus Aides **	\$ 14.75	\$ 15.60				

** Substitutes earn the same as our first year hires.

- Employees in their current position since January 31, 2023 will be compensated at the Top Rate
- Employees coming into their current position after January 31, 2023 will be compensated at the Base Rate

Lake Central School Corporation

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Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed. D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Yolanda Bracey, Director of Primary Education
DATE: November 2, 2023
RE: **Board Meeting of November 6, 2023**

PROFESSIONAL LEAVE REQUESTS

REVISED

NAME	Jennifer Hayes
POSITION	Reading Specialist
SCHOOL	Peifer
EVENT	Understanding Dyslexia
DATES	10/17/2023
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$200 Estimated Travel Cost - \$0
FUNDING	Corporation Title II

YB/vv

NAME	Jennifer Freeman
POSITION	Reading Specialist
SCHOOL	Watson
EVENT	Understanding Dyslexia
DATES	10/18/2023
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Aly Juran / Donelle Extin
POSITION	Teachers
SCHOOL	Homan / Watson
EVENT	LETRS Training
DATES	10/20, 11/17, 11/28, 12/07/2023, 1/17, 2/01, 2/21, 3/14/2024
PLACE	Virtual - Kay Trapp Room
DESCRIPTION	Science of Reading Training
SPONSORING ORGANIZATION	Lexia
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$733.88 x (2) Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Amanda Murzyn
POSITION	Teacher
SCHOOL	Watson
EVENT	Building Oral Language to Boost Comprehension and Composition
DATES	10/25/23
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Jennifer Freeman
POSITION	Reading Specialist
SCHOOL	Watson
EVENT	Building Oral Language to Boost Comprehension & Composition
DATES	10/26/23
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Michelle Snow / Lynn Kasperan/ Angie Boulas, Joella Freckelton
POSITION	Teachers, Reading Specialists
SCHOOL	Bibich / Homan / Peifer
EVENT	Engaging With Vocabulary
DATES	11/01/2023
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 x (4) Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Trish Giese
POSITION	Teacher
SCHOOL	Homan
EVENT	Engaging With Vocabulary
DATES	11/02/2023
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Jackie Naughton / Jennifer Hayes, Cheryl Hobby / Michelle Lavin, Melissa Lopez, Jaclyn Sosnowski, Jennifer Freeman
POSITION	Reading Specialist / Teachers / Principal, Teachers, Reading Specialists
SCHOOL	Kolling / Peifer / Watson
EVENT	2023 Elementary Literacy Workshop
DATES	11/02/2023
PLACE	Valparaiso, IN
DESCRIPTION	Reading Above the Fray with Dr. Julia Lindsey Workshop
SPONSORING ORGANIZATION	Valparaiso University
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$125 x (7) Estimated Travel Cost - Mileage x (7)
FUNDING	Corporation Title II

NAME	Lynn Zaikos / Jane Dvorscak / Christina Triveline
POSITION	Math Interventionists
SCHOOL	Homan / Peifer / Protsman
EVENT	Greg Tang Math Workshop
DATES	11/09/2023
PLACE	Chicago, IL
DESCRIPTION	Math Workshop
SPONSORING ORGANIZATION	Tang Math
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$279 x (3) Estimated Travel Cost - Mileage x (3)
FUNDING	Corporation Title II

NAME	Tina DuBrock, Taylor Popa, Melissa Ballenger, Kristen Talaber / Erin Durr
POSITION	Teachers
SCHOOL	Protsman / Kolling
EVENT	NAEYC Annual Conference
DATES	11/14 - 11/18/2023
PLACE	Nashville, TN
DESCRIPTION	Early Childhood Educators Conference
SPONSORING ORGANIZATION	National Association for the Education of Young Children
EXPENSES	Estimated Meal Cost - \$140 x (5) Estimated Hotel Cost – \$600 x (5) Estimated Required Fees – \$530 x (5) Estimated Travel Cost – Mileage & Parking x (5)
FUNDING	Corporation Title II

NAME	Kim Martin, Melissa Vander Woude
POSITION	Teachers
SCHOOL	Homan
EVENT	The Simple View of Writing
DATES	11/15/2023
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 x (2) Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Stacey Hemphill
POSITION	Teacher
SCHOOL	Protsman
EVENT	Meaningful Morphology
DATES	11/30/2023
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Lindsey Lannon / Rebecca Butler
POSITION	Assistant Principal / Teacher
SCHOOL	Homan
EVENT	Rethinking RTI: Where Are We Now?
DATES	12/06/2023
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 x (2) Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Sandra Evans
POSITION	Early Childhood Teacher
SCHOOL	Watson
EVENT	Practical Early Intervention Strategies That Work
DATES	12/11/2023
PLACE	Virtual
DESCRIPTION	workshop on behavior strategies and interventions for early childhood students
SPONSORING ORGANIZATION	Bureau of Education & Research
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$259 Estimated Travel Cost – \$0
FUNDING	684-4-11100-31200-0010

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Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Misty Scheuneman, Director of Secondary Education
DATE: November 2, 2023
RE: **Board Meeting of November 6, 2023**

PROFESSIONAL LEAVE REQUESTS

REVISED

NAME	Mandy Buckman
POSITION	Diagnostician
SCHOOL	LCHS
EVENT	Understanding Dyslexia
DATES	10/17/23
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost -- \$0 Estimated Required Fees -- \$200 Estimated Travel Cost -- \$0
FUNDING	Corporation Title II

MS/vv

NAME	Jeff Rhody, Alex Thompson
POSITION	Teachers/Coaches
SCHOOL	LCHS
EVENT	LaVerne Gibson Championship Cross Country Meet
DATES	10/27 - 10/28/2023
PLACE	Terre Haute, IN
DESCRIPTION	IHSAA State Cross Country Championships
SPONSORING ORGANIZATION	IHSAA
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

NAME	Mark Langlois
POSITION	Teacher
SCHOOL	Kahler Middle School
EVENT	Innovative Schools Summit
DATES	11/01, 11/02, 11/03, 2023
PLACE	Chicago, IL
DESCRIPTION	Educational K-12 conference featuring internationally recognized thought leaders, admins and teachers sharing best practices
SPONSORING ORGANIZATION	Accutrain
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$695.00 Estimated Travel Cost – Mileage & Parking or Train Fare
FUNDING	Corporation Title II

NAME	Kimberly King-Hinkel
POSITION	Teacher
SCHOOL	Kahler Middle School
EVENT	InShape 2023
DATES	11/09 - 11/10/2023
PLACE	Indianapolis, IN
DESCRIPTION	Annual conference for health educators
SPONSORING ORGANIZATION	INShape
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	N/A

NAME	Mary Joan Martin
POSITION	Teacher / Science Olympiad Coach
SCHOOL	LCHS
EVENT	Science Olympiad Competition
DATES	11/10 - 11/11/2023
PLACE	Belleville, WI
DESCRIPTION	Science Olympiad Competition
SPONSORING ORGANIZATION	Belleville High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Self-Funded

NAME	Courtney Palasz
POSITION	Teacher
SCHOOL	Kahler Middle School
EVENT	Chicago Wolves Hockey Game Performance
DATES	11/11/2023
PLACE	Rosemont, IL
DESCRIPTION	Kahler Show Choir will perform at a Chicago Wolves Game
SPONSORING ORGANIZATION	Kahler Show Choir / Chicago Wolves Hockey
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Self-Funded

NAME	Carrie Brown
POSITION	Teacher
SCHOOL	LCHS
EVENT	IU Dual Credit Chemistry Teacher Workshop
DATES	11/16 - 11/17/2023
PLACE	Bloomington, IN
DESCRIPTION	Mandatory yearly meeting for dual credit chemistry teachers
SPONSORING ORGANIZATION	IU Advanced College Project
EXPENSES	Estimated Meal Cost - \$35 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – Mileage
FUNDING	684-4-11300-58000-0002

NAME	Luke Mingus
POSITION	School Resource Officer
SCHOOL	Kahler Middle School
EVENT	Basic Training - Indiana School Safety
DATES	11/19 - 11/21/2023
PLACE	Indianapolis, IN
DESCRIPTION	Basic level training required to become a certified school safety specialist
SPONSORING ORGANIZATION	IDOE
EXPENSES	Estimated Meal Cost - \$70 Estimated Hotel Cost – \$397.80 Estimated Required Fees – \$0 Estimated Travel Cost – Mileage & Parking
FUNDING	030-0-26600-58000-0004

NAME	Mandy Buckman
POSITION	Diagnostician
SCHOOL	LCHS
EVENT	Meaningful Morphology
DATES	11/29/23
PLACE	Virtual
DESCRIPTION	Virtual phonics (Science of Reading) workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Victoria Thompson
POSITION	Teacher
SCHOOL	Clark Middle School
EVENT	2023 High Ability Conference
DATES	12/03 - 12/05/2023
PLACE	Indianapolis, IN
DESCRIPTION	Conference for High Ability Teachers
SPONSORING ORGANIZATION	Indiana Association for the Gifted
EXPENSES	Estimated Meal Cost - \$70 Estimated Hotel Cost – \$456.30 Estimated Required Fees – \$425 Estimated Travel Cost – Mileage & Parking
FUNDING	Corporation High Ability Fund

NAME	Leslie Iwema
POSITION	Teacher
SCHOOL	LCHS
EVENT	German Four Honors Field Trip
DATES	12/04/2023
PLACE	Chicago, IL
DESCRIPTION	Field Trip to the Christkindl Market
SPONSORING ORGANIZATION	LCHS Foreign Language Department
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Self-Funded

NAME	Kari Regan
POSITION	Assistant Principal
SCHOOL	LCHS
EVENT	Rethinking RTI: Where Are We Now?
DATES	12/06/23
PLACE	Virtual
DESCRIPTION	Phonics (Science of Reading) Workshop
SPONSORING ORGANIZATION	The Reading League
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$200 Estimated Travel Cost – \$0
FUNDING	Corporation Title II

NAME	Beth Szymaszek, Kayla Klein
POSITION	Teachers
SCHOOL	Clark Middle School
EVENT	Engaging, Managing and Motivating Hard to Reach & Disruptive Students
DATES	12/13/2023
PLACE	Joliet, IL
DESCRIPTION	Workshop on strategies to help with disruptive and hard to reach students
SPONSORING ORGANIZATION	Teacher Learning Center
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$265 x (2) Estimated Travel Cost – Mileage x (1)
FUNDING	23-684-3-1 200-58000-0051

NAME	Elliot Smith, Candace Boone, Ryan Lauciello / Leta Sena-Lopez
POSITION	Director of Bands, Guard Director, Percussion Director / Band Director
SCHOOL	LCHS / Kahler
EVENT	Midwest International Band & Orchestra Clinic
DATES	12/20, 12/21, 12/22/2023
PLACE	Chicago, IL
DESCRIPTION	Clinics, concerts and exhibits for music education
SPONSORING ORGANIZATION	Midwest Band & Orchestra Clinic
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$210 x (4) Estimated Travel Cost – Mileage & Parking or Train Fare x (4)
FUNDING	Band Extracurricular / Kahler Title II

NAME	Mike Swartzentruber
POSITION	Teacher / Coach
SCHOOL	LCHS
EVENT	IHSBCA State Clinic
DATES	1/19/2024
PLACE	Indianapolis, IN
DESCRIPTION	Annual clinic for baseball coaches
SPONSORING ORGANIZATION	Indiana High School Baseball Coaches Association
EXPENSES	Estimated Meal Cost - \$35 Estimated Hotel Cost – \$157.00 Estimated Required Fees – \$460 Estimated Travel Cost – \$0
FUNDING	Athletics

NAME	Kevin Mathis
POSITION	Centralettes Head Coach
SCHOOL	LCHS
EVENT	NDA High School Nationals
DATES	3/06 - 3/11/2024
PLACE	Orlando, FL
DESCRIPTION	National Dance Competition
SPONSORING ORGANIZATION	National Dance Alliance
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Self-Funded

NAME	Ronald Fredrick
POSITION	Teacher / Coach
SCHOOL	LCHS
EVENT	Lake Michigan Invitational Girls Track Meet
DATES	3/15 - 3/16/2024
PLACE	Kenosha, WI
DESCRIPTION	Girls Track and Field Competition
SPONSORING ORGANIZATION	Carthage College
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

NAME	Ronald Fredrick
POSITION	Teacher / Coach
SCHOOL	LCHS
EVENT	Legends Classic Track & Field Meet
DATES	3/22 - 3/23/2024
PLACE	Cincinnati, OH
DESCRIPTION	Girls Track and Field Competition
SPONSORING ORGANIZATION	LaSalle High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$0 Estimated Travel Cost - \$0
FUNDING	Athletics

NAME	Mike Swartzentruber
POSITION	Teacher / Coach
SCHOOL	LCHS
EVENT	Varsity Baseball Spring Break Tournament
DATES	3/25 - 3/28/2024
PLACE	Nashville, TN
DESCRIPTION	Boys Varsity Baseball Tournament
SPONSORING ORGANIZATION	LCHS Boys Baseball
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$0 Estimated Travel Cost - \$0
FUNDING	Athletics

NAME	Elliot Smith, Candace Boone, Ryan Lauciello, Ryan O'Dell
POSITION	Director of Bands, Guard Director, Assistants
SCHOOL	LCHS
EVENT	Walt Disney World Marching Band Performance
DATES	3/24 - 3/29/2025
PLACE	Orlando, FL
DESCRIPTION	Marching band performance and clinic
SPONSORING ORGANIZATION	LCHS Music Department
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Self-Funded

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Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed.D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees

FROM: Misty Scheuneman, Director of Secondary Education

DATE: November 2, 2023

RE: **Board Meeting of November 6, 2023**

FIELD TRIP REQUESTS

Jeff Rhody, teacher and coach at LCHS, requests to take approximately (14) members of the Boys Cross Country Team to Terre Haute, IN on October 27 - October 28, 2023 to compete in the LaVerne Gibson Championship Cross Country Meet. All fees will be covered by athletics.

Mary Joan Martin, teacher and Science Olympiad Coach at LCHS, requests to take approximately (30) members of the Lake Central Science Olympiad Team to Belleville, Wisconsin on November 10 - November 11, 2023 to participate in a Science Olympiad competition at Belleville High School. This is a self-funded trip.

Courtney Palasz, teacher at Kahler Middle School, requests to take approximately (24) members of the Kahler Show Choir to Rosemont, IL on November 11, 2023 to perform at a Chicago Wolves hockey game. This is a self-funded event.

Leslie Iwema, teacher at LCHS, requests to take approximately (12) German Four Honors students to the Christkindl Market in Chicago, IL on December 4, 2023. The students will visit the market to practice speaking German, purchase German goods and eat German food. This is a self-funded event.

MS/vv

Kevin Mathis, Head Coach of the LCHS Centralettes, requests to take approximately (27) members of the Centralettes Dance Team to Orlando, Florida on March 6 - March 11, 2024 to participate in the NDA High School National Dance Competition. This is a self-funded trip.

Ronald Fredrick, teacher and coach at LCHS, requests to take approximately (25) members of the Girls Track and Field Team to Kenosha, Wisconsin on March 15 - March 16, 2024 to compete in the Lake Michigan Invitational Track Meet at Carthage College. All fees will be covered by athletics.

He also requests to take this same group to Cincinnati, Ohio on March 22 - March 23, 2024 to compete in the Legends Classic Track and Field Meet at LaSalle High School. All fees will be covered by athletics.

Mike Swartzentruber, teacher and coach at LCHS, requests to take approximately (20) members of the Boys Varsity Baseball Team to Nashville, TN on March 25 - March 28, 2024 to compete in various baseball games around the Nashville area. This trip will provide exposure for the LCHS baseball program against top competition. All fees will be covered by athletics.

Elliot Smith, Director of Bands at LCHS, along with Candace Boone, Guard Director at LCHS, and Ryan Lauciello and Ryan O'Dell (assistants) request to take approximately (100) members of the Lake Central Marching Band to Orlando, Florida on March 24 - March 29, 2025 to perform at Walt Disney World. The band members will also attend various band clinics while in Orlando. This is a self-funded trip.

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Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Rebecca Gromala, Director of Student Services
DATE: November 2, 2023
RE: **Board Meeting of November 6, 2023**

PROFESSIONAL LEAVE REQUESTS

NAME	Rebecca Gromala
POSITION	Director of Student Services
SCHOOL	District
EVENT	ICASE Law Symposium
DATES	11/02, 12/07/2023, 1/04, 4/11, 6/05/2024
PLACE	Virtual
DESCRIPTION	Webinars on a variety of legal topics in special education
SPONSORING ORGANIZATION	Indiana Council of Administrators of Special Education
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$129 Estimated Travel Cost - \$0
FUNDING	646-0-22120-31200-0001

RG/vv

NAME	Rebecca Gromala
POSITION	Director of Student Services
SCHOOL	District
EVENT	ICASE Roundtable Meeting
DATES	11/17/23
PLACE	Michigan City, IN
DESCRIPTION	Meeting of special education directors from NW Indiana
SPONSORING ORGANIZATION	Indiana Council of Administrators of Special Education
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – Mileage
FUNDING	646-0-22120-58000-0001

Indiana Education Scholarship Accounts

Eligibility

As stated in IC 20-51.4-2-4, a student may be eligible to participate in the ESA Program if they meet the following requirements:

- Legal residency in Indiana;
- Between the ages of 5 and 22 by August 1st of the upcoming school year of participation;
- Have an active Individualized Education Program (IEP), service plan (SP), or Choice Special Education Plan (CSEP); and
- Do not exceed the income requirement of 400% of the Federal Free or Reduced School Meals limit - Family of 4 = \$222,000

Award Amounts

- Tuition support - \$5850.50

APC Award Amounts for INESA (2023-2024)

Adjusted Pupil Count*		
APC Level I: Severe Disabilities \$11,104	APC Level II: Mild and Moderate Disabilities \$2,790	APC Level III: Communication Disorders \$525
Multiple Disabilities Orthopedic Impairment Blind or Low Vision Deaf or Hard of Hearing Emotional Disability/Full Time Placement Severe Intellectual Disability Deaf-Blind Autism Spectrum Disorder Traumatic Brain Injury	Emotional Disability/All Other Placements Specific Learning Disability Developmental Delay (Ages 5B-8 only) Mild Intellectual Disability Moderate Intellectual Disability Other Health Impairment	Language or Speech Impairment
*Students aged 5B turned five between December 2, 2021, up to and including August 1, 2022 (kindergarten eligible). Per pupil allocation is based on the primary disability and an additional count of students with a secondary disability of Language or Speech Impairment. Amounts are conditional on state budgetary availability.		

Preschool Count (ages 3-5A)*
All Disabilities \$3,638
*Students aged 5A turned five between August 2, 2022, up to and including December 1, 2022. Amount is conditional on state budgetary availability.

Initial Impact on LCSC

- ESA-approved facilities referring parents to us for evaluations without understanding special education procedures or evaluation criteria
- Parents confused by the rules and the need to refuse all services from LCSC
- Increase in evaluation requests - 6 requests for one school in the first 9 weeks
- Coordination with surrounding districts has been time-consuming as we determine who is responsible for evaluating students.

Ongoing questions

- Will program requirements include more input for DOE/OSE?
- How often will eligibility need to be reestablished for students?
- Are schools responsible for continuing to offer FAPE to students when parents have opted to receive ESA services?
- Will there be any oversight of the ESA providers?

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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: November 2, 2023

RE: Board Meeting November 6, 2023

Professional Leave Requests (Action Required)

I am requesting professional leave to attend the IASBO School Finance Issues Seminar on December 14, 2023 in Plainfield, IN.

The Administration recommends approving the professional leave request as indicated above.

Donations (Action Required)

Received

Peifer Elementary School received donations totaling \$200 from Charities Aid Foundation of America.

Grimmer Middle School received donations of \$100 and \$50 from Janice Richardson and Suzanne Richardson, respectively.

Protsman Elementary School received a donation of \$1,000 from their HSA to help pay for IXL Math / Reading software for 3rd grade.

Given

Lake Central High School Girls Soccer Team would like to donate \$391.50 to Cancer Resource Center.

The Kahler Student Council would like to donate \$1,300 to the American Heart Association.

The Lake Central High School Boys Tennis Team sold t-shirts for a fundraiser this past season and they would like to donate the \$500 proceeds to Operation Charlie Bravo, an organization that helps provide health benefits to veterans.

The Administration recommends approving the donations as indicated above.

Approval of Agreement with Boyce Systems (Action Required)

I will be giving the School Board an overview of the new Financial Management System, Boyce Systems, that we intend to migrate to and seek Board approval for the agreement.

The Administration recommends approving the agreement as indicated above.

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Lawrence Veracco, Ph.D.
Superintendent

Rob James
*Director of Business
Services*

TO: Board of School Trustees
FROM: Rob James, Director of Business Services
DATE: November 2, 2023
RE: **Board Meeting Of November 6, 2023**

PROFESSIONAL LEAVE

NAME	Rob James
POSITION	Director of Business Services
SCHOOL	Lake Central School Corporation
EVENT	IASBO School Finance Issues Seminar
DATES	December 14, 2023
PLACE	Plainfield, IN
DESCRIPTION	IASBO School Finance Issues Seminar
SPONSORING ORGANIZATION	Indiana Association of School Business Officials
EXPENSES	Estimated Meal Cost - \$35 Estimated Hotel Cost - \$250 Estimated Required Fees – \$200 Estimated Travel Cost – Mileage
FUNDING	030-0-25110-580-0001



School Finance Seminar

December 14, 2023

Embassy Suites Plainfield Conference Center, 2353 Perry Rd., Plainfield, IN 46168

AGENDA

- 8:30 a.m.** **Check in / Registration Opens**
- 9:00 a.m.** **Welcome & Introductions**
Dr. J. Scott Bowling, *Executive Director, Indiana ASBO*
- 9:05 a.m.** **Legislative Update**
Dr. J. Scott Bowling, *Executive Director, Indiana ASBO*
- 9:25 a.m.** **IDOE Update**
Update on IDOE changes
Melissa Ambre, *Department Director, Office of School Finance, IN Dept. of Education*
Amy Pattison, *Division Director, Public Schools, IN Dept. of Education*
- 10:00 a.m.** **Legal Hot Topics: Impacts on School Funding and Capital Project Processes by the 2023 General Assembly**
This session will highlight certain changes made by the 2023 General Assembly on certain school funding and capital project processes, including changes to the capital referendum and petition-remonstrance laws, the operating referendum laws and the protected taxes waiver eligibility.
Jeff Qualkinbush, *Partner, Barnes & Thornburg LLP*
Erik Long, *Partner, Ice Miller LLP*
- 10:40 a.m.** **Break**
- 11:00 a.m.** **Understanding the Implications of the Impact on AV**
Barry Gardner, *Director of School Services, Policy Analytics*
Chad Blacklock, *Vice President, Stifel*
- 12:00 p.m.** **Lunch**

1:00 p.m.

Managing Textbook Changes

Open discussion roundtable addressing the textbook changes from managing to potential issues.

Moderator: April Fitterling, *CFO, Warsaw Community Schools*

Moderator: Chris Street, *CBO, New Albany-Floyd County Schools*

2:00 p.m.

Indiana Economic Condition and School Revenue

Dr. Justin Ross, *Professor of Public Finance & Economics, Indiana University's Paul H O'Neill School of Public & Environmental Affairs*

3:30 p.m.

Adjourn

