

2019-2020  
WORKING AGREEMENT

BETWEEN

LA PORTE COMMUNITY SCHOOL CORPORATION

AND

LA PORTE FEDERATION OF TEACHERS, LOCAL #714  
INDIANA FEDERATION OF TEACHERS  
AMERICAN FEDERATION OF TEACHERS,  
AFL-CIO

**TEACHER WORKING AGREEMENT  
2019-2020**

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## **AGREEMENT**

This agreement entered into and effective the 28<sup>th</sup> day of October, 2019, between the La Porte Community School Corporation (hereinafter referred to as the "Employer"), by its Superintendent and its Board of School Trustees, and La Porte Federation of Teachers, Local #714, Indiana Federation of Teachers, AFT, AFL-CIO (hereinafter referred to as the "Federation").

### **ARTICLE I**

#### ***Recognition – Employees Covered***

1.1 Pursuant to and in accordance with the applicable provisions for recognition provided by Public Law 48, 2011 (Senate Enrolled Act 575) Acts of the General Assembly for the State of Indiana, the Employer does hereby recognize the La Porte Federation of Teachers, Local #714, Indiana Federation of Teachers, AFT, AFL-CIO, La Porte Community School Corporation as the exclusive representative for all certified employees excluding therefrom Superintendent, Assistant Superintendents, Business Manager, Principals, Assistant Principals, Directors, Consultants, Psychologists, Home Counselor for Attendance, and Department Heads.

### **ARTICLE II**

#### ***Definitions***

2.1 Board. Unless otherwise specified, the term "Board" shall mean Board of School Trustees of the La Porte Community School Corporation.

2.2 Federation. The term "Federation" shall mean the La Porte Federation of Teachers, Local #714, Indiana Federation of Teachers, AFT, AFL-CIO.

2.3 Superintendent. Unless otherwise specified, the term "Superintendent" shall mean the Superintendent of the La Porte Community School Corporation.

2.4 Supervisor and/or Principal. The term "Supervisor and/or Principal" shall mean the head of a school or unit made up of members of the bargaining unit or his/her appointed representative who has the power to resolve a grievance, make evaluations, or make administrative policies or procedures relating to terms and conditions of employment or to the implementation of this agreement.

2.5 Teacher. The term "teacher" shall mean any member of the bargaining unit.

2.6 Employer. The word "Employer" as used herein means the La Porte Community School Corporation, La Porte County, Indiana; the Superintendent of Schools of said School Corporation; his/her agents and representatives, and/or its Board of School Trustees, their agents and assigns.

2.7 Wage and Salary shall mean the compensation paid to the employee for their services for regular and extra-curricular position.

2.8 Fringe Benefit shall refer to the commonly accepted insurance benefits (health, dental, life, LTD, workers' compensation) Section 125, Aflac as well as severance and retirement benefits.

**ARTICLE III**  
*Scope of Agreement*

3.1 Bargaining under this agreement is limited to those items listed in Indiana Code 20-29-6-4.

**ARTICLE IV**  
*Insurance*

4.1 Health Insurance. The employer will make available to its certified employees covered by this agreement, who serve fifty percent (50%) or more of full time equivalency, hospital, medical, and dental insurance and will pay premium costs as follows:

For Calendar Year 2019:

- A. Single Plan. The employee will pay as per the insurance rate chart. (Exhibit A)
- B. Family Plan. The employee will pay as per the insurance rate chart. (Exhibit A)
- C. Both Spouses Employed by the School Corporation. Each will pay an amount equal to the amount paid by an employee on a single plan for family plan benefits.
- D. Part Time Employees. The insurance contribution is a proportionate sum based on the part time employee's FTE. The employer will pay as per the insurance premium chart LESS the percentage of FTE that the employee is not working. The employee will pay the difference.

The employee will participate at the fifty percent (50%) level for any funding change each ensuing year.

4.2 Life Insurance. Life insurance will be made available to employees who qualify under the master life policy. The life insurance amount will be in the sum of Twenty Thousand Dollars (\$20,000), which will be paid by the school corporation with the exception of \$1 per year per IC 5-10-8-2.6c. Additional life insurance coverage may be purchased in increments of Ten Thousand Dollars (\$10,000), at the expense of the participants.

4.3 Long-Term Disability. Long-term disability coverage will be provided for the certified teaching staff with the exception of \$1 per year per IC 5-10-8-2.6c. The coverage will provide Sixty-Six and Two-Thirds percent (66-2/3%) of monthly income, with a benefit elimination period of three months.

4.4 The benefits to employees of Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting. An amount may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are allowable non-taxable benefits for major medical, long-term disability, short-term disability, Section 79 life, AFLAC products, non-reimbursed medical and dependent care. The administration fees shall be paid by the employee. Payroll deductions will be allowed for the Section 125 items listed above, but not for other after-tax products.

## **ARTICLE V**

### Leaves of Absence

5.1 Paid Leave. Each teacher will be allocated twelve (12) days of paid leave at the beginning of the first year of employment and ten (10) days at the beginning of each year thereafter. These days will be used in modules of one-half day. For a teacher who is hired to teach less than a full school year, these paid days shall be prorated to the nearest one-half day. In the event a teacher fails to fulfill his/her contractual obligation, the Employer may prorate these paid leave days to the nearest one-half day. Any unused paid leave days will revert to the teacher's sick day accumulation. Unused sick days will be allowed to accumulate without limit. Teachers' pay checks will contain information regarding accumulated sick days.

5.2 Teachers hired for our Corporation, who have worked elsewhere in Indiana public school corporations, may transfer their accumulated sick leave to the La Porte Community School Corporation. As per statute, this accumulated sick leave from other school corporations shall be added to accumulated sick leave beginning with the second year at the rate of three (3) days each year until accumulation is exhausted.

5.3 Family and Medical Leave. FMLA leaves may be granted for any reason provided for in the Family and Medical Leave Act.

Any leave covered by the conditions outlined in the FMLA will be considered an FMLA leave. Available and applicable, sick, paid leave, or other paid days must be used concurrently for any FMLA leave.

The provisions of the Family and Medical Leave Act shall govern all aspects of those leaves falling under its provisions. During the twelve (12) week period of leave or any portion thereunder covered by the Family and Medical Leave Act, La Porte Community School Corporation and the employee will continue to pay their respective portions of benefits for the employee as though the employee were not on leave.

The provisions of any leave covered by the Family and Medical Leave Act shall be done in accordance with said Act and its regulations.

5.4 Funeral Leave. A maximum of five (5) working days funeral leave shall be granted without reduction in pay by reason of death of a husband, wife, brother, sister, father, mother, mother-in-law, father-in-law, son or daughter, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandparent-in-law, grandchild, aunt, uncle, niece, nephew, and/or any person who has lived in the teacher's home as a member of the family. Additional days may be granted by the Superintendent, depending on travel and circumstances.

5.5 Jury Duty. Teachers serving on a jury will be paid the difference between their regular pay on a per diem basis and the per diem pay received as a juror, provided evidence is received from the Court Bailiff as to the amount received for jury duty.

5.6 Teachers suffering injury arising from assault on their persons, while on a school assignment, shall sustain no loss in salary by reason of their absence resulting from such injury, nor shall such absence be counted against their accumulated sick leave, payments to be made hereunder not to exceed one hundred eighty (180) school days by reason of any one assault.

5.7 The President and Vice President of the La Porte Federation of Teachers will each be granted up to five (5) paid Federation days for Federation business each school year to conduct Federation business, meet with the Employer, investigate teacher complaints or problems, and review the administration of this Agreement. In addition, the President may designate any other members of the bargaining unit to conduct Federation business for an additional ten (10) paid Federation days. The Federation agrees to pay any substitute teachers' wages after the first ten (10) Federation days have been used. Up to three (3) teachers will be granted Federation days on any given day—additional teachers with prior approval of the Superintendent. When using Federation days, and when selecting the teachers who will use Federation days, the Federation will be sensitive to the need for qualified substitutes. It is recognized that there may be circumstances in which the President and Vice President will attend to Federation business on their planning time, and, in an emergency, may answer questions and converse briefly with a teacher during non-planning time. The Federation and the Employer will work together to resolve scheduling conflicts which would result in interference with the normal operations of the schools or the conduct of Federation business.

**ARTICLE VI**  
*Sick Leave Bank*

6.1 Participation. Any member of the bargaining unit may participate in the sick leave bank by contributing one day of sick leave during an enrollment period lasting from the first day of the school year until the 15th of October.

A member of the bargaining unit who has joined the sick leave bank shall continue to be a member until such time as he/she is no longer employed by the La Porte Community School Corporation or submits a written statement to the sick leave bank committee requesting that

he/she be removed from the roll of participants in the bank, or he/she is no longer a member of the bargaining unit. Sick leave days on deposit with the bank shall not be returned in any of these instances.

In the event that the number of days in the sick leave bank falls to thirty percent (30%) of its total at the end of the yearly enrollment period, each member shall contribute one additional day. Such additional contributions may be required only twice in any school year. In addition to the donation of one day for membership in the sick leave bank, a member may at any time donate any number of additional days to the bank.

Members of the bank who make a withdrawal shall repay the bank at the rate of three (3) sick leave days per year. These days shall be deducted on the first working day of the school year. Withdrawal from participation in the bank shall not relieve a former member from replacing days that he/she may have been awarded.

Members of the sick leave bank who are unable to contribute days to the bank when it is depleted, as described above, shall be required to contribute appropriate days as soon as they are earned in order to remain members in good standing of the bank.

6.2 Using Days from Sick Leave Bank. A member requesting days from the sick leave bank shall complete the application form with supporting evidence from the member's physician, and forward the same to the sick leave bank committee. The sick leave bank committee shall have the responsibility to either grant or deny the request.

Participants may be granted sick leave from the bank if the member has depleted his/her own sick leave. No applicant may have outstanding more than sixty (60) sick leave days borrowed from the sick leave bank. Whenever an applicant is eligible to receive benefits from the Corporation's long-term disability plan, the applicant will not be eligible for sick leave bank benefits. At any reasonable time during the duration of a loan period, the sick leave bank committee may request appropriate documentation to determine the current condition of the applicant and to guarantee the continuation of the loan period. Should the applicant refuse to provide the requested documentation, the committee may elect to cancel the loan.

Sick leave bank benefits will take effect on the sixth (6th) paid day after the applicant's own sick days have been used up. Payments for sick leave allocated to an employee by the sick leave bank committee shall be paid in the same manner as payment for ordinary wages and/or the employee's own accumulated sick leave.

It is understood that the sick leave bank is intended for recovery from illness and injuries of the members.

6.3 Sick Leave Bank Committee. A sick leave bank committee consisting of four (4) members appointed by the Federation and an administrator designated by the Superintendent shall establish procedures for and administer the program. Teacher members serving on the committee shall be one elementary, one middle school, one high school, and one at-large. Appointment of teacher members to the committee shall be on a rotating basis, with no more

than one member's term expiring in a given school year. Should two or more members be eligible simultaneously for retirement from the committee, the selection of one member to retire shall be determined by lottery. The senior member of the committee shall serve as chairperson.

The sick leave bank committee shall inform the Federation and the School Corporation in writing of any decision of the committee granting or denying a request to withdraw from the sick leave bank, the need to have additional contributions, and, at the start of the school year, the names of those members, along with the amount of sick leave days, who will be repaying sick leave days to the sick leave bank. An annual report of the experience of the committee shall be provided to the Federation and the Corporation of the full activities of the sick leave bank committee before July 1 of each year. The Superintendent and the President of the Federation may review the records at any time. A worksheet which identifies whether a teacher is a member of the Sick Leave Bank, and, if so, identifies the number of days the teacher may owe to the Sick Leave Bank, will be given to teachers at the beginning of the school year.

6.4 Disagreement with Decisions of Committee. Any member having a complaint or objection to the procedure of the sick leave bank committee may file said complaint or objection with the Superintendent of Schools and the President of the Federation for submission to the respective negotiating teams.

Any member having a complaint or objection to a decision of the sick leave bank committee may file said complaint or objection with the committee along with additional information regarding the need for benefits from the sick leave bank. Such objecting applicant may also request a meeting with the sick leave bank committee to present his/her case for benefits. The decision of the committee shall be final.

## **ARTICLE VII** Severance Pay

7.1 A teacher with ten (10) or more years of service with the La Porte Community School Corporation who dies while employed by the corporation, or who retires at the age of fifty (50) or older, shall be paid twenty percent (20%) of the teacher's daily rate of pay multiplied by the number of days of accumulated sick leave.

- A. There will be no limit to the number of sick days.
- B. Compensation will be provided to the estate of an eligible teacher upon his/her death.



## ARTICLE VIII

### COMPENSATION PLAN

- 8.1 Salary Range: \$40,000 to \$72,000, not including current year increases or TRF contributions.
- 8.2 TRF: The Board of School Trustees shall pay the teacher's contribution (3 %) to the Indiana State Teachers' Retirement Fund for contracted amounts.
- 8.3 Wages: The base wage for current LPCSC teachers is equal to the ending wage for the previous year.
- 8.4 New Hires: Salaries for new hires will be in accordance with the beginning teacher salary as indicated in the salary range. The Superintendent retains the right to establish individual starting wages, within the established salary range, dependent on district need.
- 8.5 Extra Duty: Wages for extra duty positions will be paid in accordance with the established extra-duty schedule. (Exhibit B)
- 8.6 Base Salary Increases
- A. General Eligibility
    1. Except as provided in #2 below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
    2. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.
  - B. Factors and definition
    1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
    2. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.

C. Distribution – amounts to be added to a teacher’s base salary

New Money available for teacher raises will be based upon the difference in the total tuition support plus total complexity distribution amounts for the prior fiscal year and total tuition support plus total complexity amount for the current fiscal year. The percentage of teachers’ salary and benefits in the general fund will be used to calculate the overall percentage of new money available for raises (less 19.84% to account for teacher benefits).

The total amount of new money will be divided by the number of teachers that qualify for a raise by satisfying the evaluation and experience factors. Teachers must satisfy both factors (evaluation rating and additional year of experience) in order to receive a salary increase.

As a result of this calculation, teachers who satisfy the evaluation and experience factors will receive a \$3,500 base salary increase. Each factor contributes to the increase as follows:

1. Evaluation rating of effective or highly effective = 70%
2. Additional year of experience (120 days or more) =30%

8.7 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.

8.8 Stipends

- A. The LPCSC administration will award teachers a stipend when they miss 4 or fewer work days for the school year. All absences, other than professional development, would be included in the year-end attendance totals. The following stipends will be paid on the first pay in July.

- 3 or 4 days absent = \$100.00
- 1 or 2 days absent = \$200.00
- 0 days absent = \$500.00

Professional days, court appearances, military responsibilities, and union business would not count as absences. Situations not expressly stated may surface, thus raise calling for the staff member to exercise his or her right to appeal for an attendance stipend consideration at the conclusion of the school year. Appeal will be initiated through the LFT leadership to the LPCSC administration.

B. For school years beginning after June 30, 2017, teachers that acquire a master’s degree outside of their content area, and have not been previously compensated by the corporation, will qualify for a one-time stipend of \$2,000. Official college transcripts verifying degree status will need to be submitted to LPCSC personnel office on or before August 1, of the upcoming school year in order to be awarded that school year.

C. For school years beginning after June 30, 2017, teachers that acquire a master’s degree within their content area, will qualify for a one-time \$3,000 stipend. Official college transcripts verifying degree status will need to be submitted to LPCSC personnel office on or before August 1, of the upcoming school year in order to be awarded that school year.

8.9 Documentation

The following extended contracts have been discussed, not bargained, and are listed in this CBA for informational purposes only. Only the rate (wage) was bargained.

<u>Position</u>	<u>Number of Additional Days</u>	<u>Rate</u>
LPHS Building Trades	5 Days	Per Diem
LPHS Counselors (5)	Extra Duties	\$757.56
LPHS Counselors (5)	8 Days –Before & 4 Days –After School	Per Diem
LPHS FFA	10 Days – Summer/Weekend Activities	Per Diem
LPHS Librarians (2)	10 Days – Summer	Per Diem
MS Counselors (4)	Extra Duties	\$757.56
MS Counselors (4)	5 Days Before School	Per Diem
MS Librarians (2)	5 Days	Per Diem
Slicer Support Services	4 Days - Summer	Per Diem
Strength and Conditioning	10 Days – Summer	Per Diem
Instructional Coaches	5 Days –Summer	Per Diem

**ARTICLE IX**  
401 (a) Retirement Plan

The Board agrees to establish and maintain a qualified retirement plan pursuant to section 401 (a) of the U. S. Internal Revenue Code (hereinafter referred to as the "401 [a] plan") for all teachers. The Board will contribute an amount equal to one percent (1%) of each teacher's base salary annually into the 401 (a) plan on behalf of each teacher. This annual one percent (1%) contribution will be deposited into the 401 (a) plan on a monthly basis as the base salary is paid.

The contributions to the 401 (a) plan on behalf of a teacher will vest with that teacher after the teacher completes one (1) year of service. For purposes of this Article, one (1) year of service shall be credited upon the completion of one hundred twenty (120) school days in a given school year.

**ARTICLE X**  
Grievance Procedure

10.1 The purpose of this procedure is to secure, at the lowest possible administrative level, solutions to the problems which may arise from time to time.

10.2 A grievance is defined as any difference that arises between the Employer and the Federation or one or more employees, involving an alleged violation, misinterpretation, or misapplication of this agreement between the parties.

10.3 A grievant shall mean either (1) an individual employee, (2) a group of employees having the same grievance, or (3) the Federation.

10.4 Level 1. Any employee within the bargaining unit may present a grievance orally to his Principal or Supervisor within thirty (30) days of the time when the grievant knew, or should have known, of the event or condition leading to the grievance.

10.5 If the grievance is not satisfactorily resolved within two (2) days, the grievant shall, within twenty (20) days of a denial of the oral grievance, submit the complaint in writing to the Principal or Supervisor on the form designated as Exhibit E-1. The Principal or Supervisor may request a meeting with the grievant and/or a Federation representative (if the grievant so desires) prior to his/her decision, but, in any event, such Principal or Supervisor must render his/her decision, in writing, with copies to the grievant and the Federation President within five (5) days of the submission to him/her of the grievance.

10.6 Level 2. If the grievance is not resolved satisfactorily at Level 1, the Federation may appeal to the Superintendent or his/her designated representative in writing, using the form designated as Exhibit E-2. A Level 2 grievance must be filed within ten (10) working days from the date of the Level 1 written response. The Superintendent or his/her designated representative shall communicate his/her decision in writing to the Federation President within five (5) days

after the receipt of the grievance. If upon receipt of the grievance either party requests a meeting, it shall be scheduled within three (3) days.

10.7 Level 3. In the event the grievance is not resolved in Level 2 above, either party may make a request in writing for arbitration of the grievance within twenty-five (25) working days from the date of the written decision of the Superintendent. The Federal Mediation and Conciliation Service or American Arbitration Association will submit the names of five (5) qualified arbitrators to the parties, and the parties shall select the arbitrator to hear the complaint by alternately striking one name from such list of arbitrators until only one name remains and such remaining name shall be the arbitrator. The party to strike a name first shall be determined by lot or agreement. A copy of Exhibit E-3 shall be sent to the other party. This level will not apply to reduction in force actions relating to administrative and/or fiscal decisions. If contract procedure is not followed, the teacher would have arbitration rights granted by existing contract language.

10.8 The arbitrator shall have no authority to amend, revise, or delete any provision of this agreement and shall consider only the issue submitted to him/her for determination. The arbitrator's decision shall be final and binding on both parties. The fee of the arbitrator, including his/her expenses, shall be paid by the unsuccessful party.

10.9 The time limits specified in any step of this procedure may be extended in any specific instance only by mutual agreement in writing by both parties at the level concerned.

10.10 Grievances not fully processed at the end of the regular school year will be processed to a conclusion within the number of days required for the various grievance procedure steps, regardless of there being no school days. Saturdays and Sundays shall not be considered in totaling the number of days for each step.

10.11 The grievances shall be recorded in a grievance file which shall be maintained in the Educational Services Center.

10.12 All written grievances shall designate the article allegedly being violated.


10.13 Each party shall be responsible for compensating its own representatives and witnesses in attendance at the arbitration hearing; however, teachers in attendance at such arbitration hearings may use their personal business days to the extent that they are available, in order to receive compensation for such attendance.


10.14 Level 3 does not apply to teacher dismissal or teacher discipline matters.

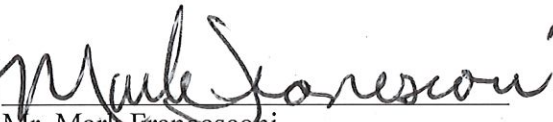
**ARTICLE XI**  
Duration of Agreement

11.1 This agreement shall become effective as of the 28<sup>th</sup> day of October, 2019, and shall continue in full force and effect until and including the 30<sup>th</sup> day of June, 2020.

**LA PORTE COMMUNITY SCHOOL  
CORPORATION, BY ITS BOARD  
OF SCHOOL TRUSTEES**


By:   
Mrs. Shannon Hannon, President,  
Board of School Trustees

By:   
Mrs. Rhonda Spence, Secretary,  
Board of School Trustees

By:   
Mr. Mark Francesconi,  
Superintendent

By:   
Mr. William Kaminski,  
Chief Negotiator

**LA PORTE FEDERATION OF TEACHERS,  
LOCAL UNION #714, AMERICAN  
FEDERATION OF TEACHERS, AFL-CIO**

By:   
Mrs. Claudia Williams,  
President

By:   
Mr. Joseph Mrozinske  
Chief Negotiator

**EXHIBIT A  
INSURANCE RATES  
1/1/2019 - 12/31/219**

**SINGLE**

**2019 Rates**

**PLAN 1**

Employer	\$6,479.00	63%
Employee	\$3,758.00	37%
Total Premium	\$10,237.00	100%

**PLAN 2**

Employer	\$6,747.00	71%
Employee	\$2,710.00	29%
Total Premium	\$9,457.00	100%

**H.S.A.**

Employer	\$6,412.00	76%
Employee	\$2,026.00	24%
Total Premium	\$8,438.00	100%

**FAMILY**

**PLAN 1**

Employer	\$15,850.00	62%
Employee	\$9,905.00	38%
Total Premium	\$25,755.00	100%

**PLAN 2**

Employer	\$16,507.00	69%
Employee	\$7,297.00	31%
Total Premium	\$23,804.00	100%

**H.S.A.**

Employer	\$15,562.00	67%
Employee	\$7,798.00	33%
Total Premium	\$23,360.00	100%

## EXHIBIT B

### EXTRA-DUTY SALARY SCHEDULE IN EFFECT

Code	DESCRIPTION	SPECIFIC ASSIGNMENT	LOCATION	2019-20
1	Baseball, Boys Head		LPHS	\$8,299
1	Basketball, Boys Head		LPHS	\$8,299
1	Football, Boys Head		LPHS	\$8,299
2	Basketball, Girls Head		LPHS	\$7,929
2	Softball, Head		LPHS	\$7,929
2	Volleyball, Girls Head		LPHS	\$7,929
3	Athletic Director, Asst.		LPHS	\$5,110
3	Athletic Director, Asst.		LPHS	\$5,110
3	Marching Band Director		LPHS	\$5,110
3	Speech/Debate		LPHS	\$5,110
3	Speech/Debate		LPHS	\$5,110
3	Swimming, Boys Head		LPHS	\$5,110
3	Swimming, Girls Head		LPHS	\$5,110
3	Track, Boys Head		LPHS	\$5,110
3	Track, Girls Head		LPHS	\$5,110
3	Wrestling, Boys Head		LPHS	\$5,110
4	Academic Competition Coordinator		CORP	\$4,675
4	Basketball, Boys Assistant		LPHS	\$4,675
4	Basketball, Boys Assistant		LPHS	\$4,675
4	Basketball, Girls Assistant		LPHS	\$4,675
4	Basketball, Girls Assistant-70%		LPHS	\$3,272
4	Basketball, Girls Assistant-30%		LPHS	\$1,403
4	College & Career Readiness Coordinator		LPHS	\$4,675
4	Football, Boys Assistant		LPHS	\$4,675
4	Football, Boys Assistant		LPHS	\$4,675
4	Football, Boys Assistant		LPHS	\$4,675
4	Football, Boys Assistant		LPHS	\$4,675
4	Football, Boys Assistant		LPHS	\$4,675
4	Gymnastics, Girls		LPHS	\$4,675
4	Soccer, Boys Head		LPHS	\$4,675
4	Soccer, Girls Head		LPHS	\$4,675
4	Strength & Conditioning		LPHS	\$4,675
5	Baseball, Head Assistant Coach		LPHS	\$3,993
5	Choral Director		LPHS	\$3,993
5	Cross Country – Boys		LPHS	\$3,993
5	Cross Country, Girls		LPHS	\$3,993
5	Golf, Boys		LPHS	\$3,993
5	Golf, Girls		LPHS	\$3,993
5	Speech/Debate Assistant		LPHS	\$3,993
5	Speech/Debate Assistant		LPHS	\$3,993
5	Stage Manager - 50%		LPHS	\$1,997



5	Stage Manager - 50%		LPHS	\$1,997
5	Tennis, Boys		LPHS	\$3,993
5	Tennis, Girls		LPHS	\$3,993
6	Baseball, Boys Assistant		LPHS	\$3,273
6	Baseball, Boys Assistant		LPHS	\$3,273
6	Basketball, Boys 9th Grade		LPHS	\$3,273
6	Basketball, Boys 9th Grade		LPHS	\$3,273
6	Basketball, Girls 9th Grade		LPHS	\$3,273
6	Basketball, Girls 9th Grade		LPHS	\$3,273
6	Elementary Athletic Manager - 50%		K. Hts.	\$1,637
6	Elementary Athletic Manager - 50%		Hailmann	\$1,637
6	Football, Boys 9th Grade Head		LPHS	\$3,273
6	Future Farmers of America		LPHS	\$3,273
6	Softball Girls JV		LPHS	\$3,273
6	Softball, Girls Assistant		LPHS	\$3,273
6	Softball, Girls Assistant		LPHS	\$3,273
6	Softball, Girls Assistant		LPHS	\$3,273
6	Multi-Media Advisor		LPHS	\$3,059
6	Video Production		LPHS	\$3,059
6	Volleyball, Girls Assistant		LPHS	\$3,106
6	Volleyball, Girls Assistant		LPHS	\$3,106
7	Assistant Stage Manager - 50%		LPHS	\$1,480
7	Assistant Stage Manager - 50%		LPHS	\$1,480
7	Basketball, Boys 7th Grade		LPMS	\$2,959
7	Basketball, Boys 7th Grade Assistant		LPMS	\$2,318
7	Basketball, Boys 8th Grade		LPMS	\$2,959
7	Basketball, Boys 8th Grade Assistant		LPMS	\$2,318
7	Basketball, Girls 7th Grade		LPMS	\$2,959
7	Basketball, Girls 7th Grade Assistant		LPMS	\$2,318
7	Basketball, Girls 8th Grade		LPMS	\$2,959
7	Basketball, Girls 8th Grade Assistant		LPMS	\$2,318
7	Winter Athletic Liaison/Supervisor		LPMS	\$2,959
7	Boys Intramural Head		LPHS	\$2,959
7	El-Pe		LPHS	\$2,959
7	Football Assistant, Boys 9th Grade		LPHS	\$2,959
7	Football Assistant, Boys 9th Grade		LPHS	\$2,959
7	Football, Boys 7th Grade Head		LPMS	\$2,959
7	Football, Boys 7th Grade Associate		LPMS	\$2,638
7	Football, Boys 8th Grade Head		LPMS	\$2,959
7	Football, Boys 8th Grade Associate		LPMS	\$2,638
7	Girls Intramural Head		LPHS	\$2,959
7	Swimming Assistant		LPHS	\$2,959
7	Swimming Assistant-33%		LPHS	\$986
7	Swimming Assistant-33%		LPHS	\$986
7	Swimming Assistant-33%		LPHS	\$986
7	Swimming Assistant (boys')		LPHS	\$2,959
7	Swimming Assistant (girls')		LPHS	\$2,959
7	Track, Boys Assistant		LPHS	\$2,959
7	Track, Boys Assistant		LPHS	\$2,959
7	Track, Boys Assistant		LPHS	\$2,959

7	Track, Girls Assistant		LPHS	\$2,959
7	Track, Girls Assistant-50%		LPHS	\$1,480
7	Track, Girls Assistant-50%		LPHS	\$1,480
7	Volleyball, Girls 9th		LPHS	\$3,106
7	Wrestling, Boys Assistant		LPHS	\$2,959
7	Wrestling, Boys Grade 6,7,8		LPMS	\$2,959
7	Wrestling, Boys Assistant		LPHS	\$2,959
8	Academic Competition Coordinator 5,6		KIS	\$2,318
8	Academic Competition Coordinator 7,8		LPMS	\$2,318
8	Baseball, JV Assistant Coach		LPHS	\$2,318
8	Cross Country – Boys Assistant		LPHS	\$2,318
8	Cross Country, Girls Assistant		LPHS	\$2,318
8	Decathlon Coach, Head		LPHS	\$2,318
8	Football, Boys 7th Grade Assistant		LPMS	\$2,318
8	Football, Boys 7th Grade Assistant		LPMS	\$2,318
8	Football, Boys 7th Grade Assistant		LPMS	\$2,318
8	Football, Boys 8th Grade Assistant		LPMS	\$2,318
8	Football, Boys 8th Grade Assistant		LPMS	\$2,318
8	Golf, Boys' Assistant		LPHS	\$2,318
8	Golf, Girls' Assistant		LPHS	\$2,318
8	Gymnastics, Girls Assistant		LPHS	\$2,318
8	Intramural, Assistant		LPHS	\$2,318
8	Soccer, Boys Assistant - 50%		LPHS	\$1,159
8	Soccer, Boys Assistant - 50%		LPHS	\$1,159
8	Soccer, Girls Assistant - 50%		LPHS	\$1,159
8	Soccer, Girls Assistant - 50%		LPHS	\$2,318
8	Team Leader - Master Schedule/Skyward		LPHS	\$2,318
8	Team Leader - Fine Arts		LPHS	\$2,318
8	Team Leader - Physical Education		LPHS	\$2,318
8	Team Leader - Social Studies		LPHS	\$2,318
8	Team Leader - Special Ed		LPHS	\$2,318
8	Team Leader - World Languages		LPHS	\$2,318
8	Tennis, Boys Assistant		LPHS	\$2,318
8	Tennis, Girls Assistant		LPHS	\$2,318
8	Color Guard		LPHS	\$2,318
8	Winter Guard		LPHS	\$2,318
9	Cross Country Grades 7, 8		LPMS	\$1,836
9	Cross Country Grades 7, 8		LPMS	\$1,836
9	Cross Country Grades 7, 8		LPMS	\$1,836
9	Decathlon Coach, Assistant		LPHS	\$1,836
9	Hi-Times		LPHS	\$1,836
9	Orchestra Director		LPHS	\$1,836
9	Super Bowl Coach, Head		LPHS	\$1,836
9	Track, Boys 7th Grade		LPMS	\$1,836
9	Track, Boys 7th Grade		LPMS	\$1,836
9	Track, Boys 8th Grade		LPMS	\$1,836
9	Track, Boys 8th Grade		LPMS	\$1,836
9	Track, Girls 7th Grade		LPMS	\$1,836
9	Track, Girls 7th Grade		LPMS	\$1,836

9	Track, Girls 8th Grade		LPMS	\$1,836
9	Track, Girls 8th Grade		LPMS	\$1,836
9	Fall/Spring Athletic Liaison		KIS	\$2,959
9	Volleyball, Girls 7th Grade		LPMS	\$1,836
9	Volleyball, Girls 7th Grade Assistant		LPMS	\$1,438
9	Volleyball, Girls 8th Grade		LPMS	\$1,836
9	Volleyball, Girls 8th Grade Assistant		LPMS	\$1,438
9	Wrestling Coach, Assistant		LPMS	\$1,836
9	Wrestling Coach, Assistant		LPMS	\$1,836
9	Choral Director 5,6		KIS	\$1,836
9	Choral Director 7,8		LPMS	\$1,836
9	Band Director 5,6		KIS	\$1,836
9	Band Director 7,8		LPMS	\$1,836
10	Band Director, Assistant		LPHS	\$1,625
10	Band Director, Assistant		LPHS	\$1,625
10	Band Director, Assistant		LPHS	\$1,625
10	Cheerleading		LPHS	\$1,625
10	Cheerleading		LPHS	\$1,625
10	Computer Resource Person		Corp	\$1,625
10	Computer Resource Person		Corp	\$1,625
10	Computer Resource Person		Corp	\$1,625
10	Computer Resource Person - 50%		Crichfield	\$813
10	Computer Resource Person - 50%		Crichfield	\$813
10	Computer Resource Person		Hallmann	\$1,625
10	Computer Resource Person - 50%		Handley	\$813
10	Computer Resource Person - 50%		Handley	\$813
10	Computer Resource Person - 50%		I.T.	\$813
10	Computer Resource Person - 50%		I.T.	\$813
10	Computer Resource Person		K. Heights	\$1,625
10	Computer Resource Person - 50%		Kingsbury	\$813
10	Computer Resource Person - 50%		Kingsbury	\$813
10	Computer Resource Person		Lincoln	\$1,625
10	Computer Resource Person		LPHS	\$1,625
10	Computer Resource Person - 50%		Riley	\$813
10	Computer Resource Person - 50%		Riley	\$813
10	Computer Resource Person		Spec. Ed.	\$1,625
10	Computer Resource Person 5/6		KIS	\$1,625
10	Computer Resource Person 7/8		LPMS	\$1,625
10	Elementary District High-Ability Coach		(Crich)	\$1,625
10	FFA (Future Farmers of America Asst.)		LPHS	\$1,625
10	Football Coaches' Assistant		LPHS	\$1,625
10	Football Coaches' Assistant		LPHS	\$1,625
10	Junior Class Sponsor		LPHS	\$1,625
10	Junior Class Sponsor		LPHS	\$1,625
10	Music Choral		LPHS	\$1,625
10	Musical Drama		LPHS	\$1,625
10	Play Director		LPHS	\$1,625
10	Pom Pon Sponsor		LPHS	\$1,625
10	Senior Class Sponsor		LPHS	\$1,625
10	Senior Class Sponsor		LPHS	\$1,625

10	Speech/Debate Novice Coach		LPHS	\$1,625
10	Speech/Debate Novice Coach		LPHS	\$1,625
10	Stage Manager 5,6 (to be posted)		KIS	\$1,625
10	Stage Manager 7,8		LPMS	\$1,625
10	Stage Manager , Boston (2020-21)		BMS	\$1,625
10	Student Council Sponsor - 50%		LPHS	\$813
10	Student Council Sponsor - 50%		LPHS	\$813
10	Super Bowl Coach, Assistant		LPHS	\$1,625
10	Tennis, Co-Ed Grades 7,8		LPMS	\$1,625
10	Tennis, Co-Ed Grades 7,8		LPMS	\$1,625
10	Secondary District High-Ability Coach 5-8		LPMS	\$1,625
11	Band Director, Assistant		LPHS	\$1,153
11	Future Farmers of America 5-8			\$1,153
11	Future Problem Solvers Coach		LPHS	\$1,153
11	Future Problem Solvers Coach 6-8		LPMS	\$1,153
11	Girl Reserves - 50%		LPHS	\$577
11	Girl Reserves - 50%		LPHS	\$577
11	Jazz Band		LPHS	\$1,153
11	Orchestra Director 5-8		KMS	\$1,153
11	Winter Theater Production			\$1,153
11	Spring Theater Production			\$1,153
11	Science Olympiad Coach		LPHS	\$1,153
11	Super Bowl Coach (added to Acad. Comp Coord Duties)		BMS	\$1,153
11	Super Bowl Coach (added to Acad. Comp Coord Duties)		KMS	\$1,153
11	Testing Coordinator		LPHS	\$1,153
11	VLA Tutoring - 5-8		KIS	\$1,153
11	VLA Tutoring - 5-8		LPMS	\$1,153
12	Academic Club Sponsor	DECA Club	LPHS	\$862
12	Academic Club Sponsor	Technical Honors Society	LPHS	\$862
12	Basketball, Boys 4th Grade		Crichfield	\$862
12	Basketball, Boys 4th Grade		Crichfield	\$862
12	Basketball, Boys 4th Grade		Hailmann	\$862
12	Basketball, Boys 4th Grade		Hailmann	\$862
12	Basketball, Boys 4th Grade-50%		Handley	\$431
12	Basketball, Boys 4th Grade-50%		Handley	\$431
12	Basketball, Boys 4th Grade		Handley	\$862
12	Basketball, Boys 4th Grade		I.T.	\$862
12	Basketball, Boys 4th Grade		I.T.	\$862
12	Basketball, Boys 4th Grade		Kingsbury	\$862
12	Basketball, Boys 4th Grade-50%		K. Heights	\$431
12	Basketball, Boys 4th Grade-50%		K. Heights	\$431
12	Basketball, Boys 4th Grade		Lincoln	\$862
12	Basketball, Boys 4th Grade		Riley	\$862
12	Basketball, Boys 4th Grade			\$862
12	Basketball, Boys 4th Grade			\$862
12	Basketball, Boys 4th Grade			\$862

12	Basketball, Boys 5th Grade		KIS	\$862
12	Basketball, Boys 5th Grade		KIS	\$862
12	Basketball, Boys 5th Grade		KIS	\$862
12	Basketball, Boys 5th Grade		KIS	\$862
12	Basketball, Boys 6th Grade		KIS	\$862
12	Basketball, Boys 6th Grade		KIS	\$862
12	Basketball, Boys 6th Grade		KIS	\$862
12	Basketball, Boys 6th Grade		KIS	\$862
12	Basketball, Girls 4th Grade		Crichfield	\$862
12	Basketball, Girls 4th Grade		Hailmann	\$862
12	Basketball, Girls 4th Grade		Hailmann	\$862
12	Basketball, Girls 4th Grade-50%		Handley	\$431
12	Basketball, Girls 4th Grade-50%		Handley	\$431
12	Basketball, Girls 4th Grade		I.T.	\$862
12	Basketball, Girls 4th Grade		I.T.	\$862
12	Basketball, Girls 4th Grade			\$862
12	Basketball, Girls 4th Grade		Kingsbury	\$862
12	Basketball, Girls 4th Grade		Lincoln	\$862
12	Basketball, Girls 4th Grade-50%		K. Heights	\$431
12	Basketball, Girls 4th Grade-50%		K. Heights	\$431
12	Basketball, Girls 4th Grade		Lincoln	\$862
12	Basketball, Girls 4th Grade		Riley	\$862
12	Basketball, Girls 4th Grade			\$862
12	Basketball, Girls 4th Grade			\$862
12	Basketball, Girls 4th Grade			\$862
12	Basketball, Girls 4th Grade			\$862
12	Basketball, Girls 5th Grade		KIS	\$862
12	Basketball, Girls 5th Grade		KIS	\$862
12	Basketball, Girls 5th Grade		KIS	\$862
12	Basketball, Girls 5th Grade		KIS	\$862
12	Basketball, Girls 6th Grade		KIS	\$862
12	Basketball, Girls 6th Grade		KIS	\$862
12	Basketball, Girls 6th Grade		KIS	\$862
12	Basketball, Girls 6th Grade		KIS	\$862
12	Cheerleader, Assistant - 50%		LPHS	\$431
12	Cheerleader, Assistant - 50%		LPHS	\$431
12	Cheerleader, Assistant - 50%		LPHS	\$431
12	Cheerleader, Assistant - 50%		LPHS	\$431
12	Cross Country, Grades 5, 6		KIS	\$862
12	Cross Country, Grades 5, 6		KIS	\$862
12	Cross Country, Grades 5, 6		KIS	\$862
12	Honor Society		LPHS	\$862
12	Math Counts Coach (to be a different math team/club?)		KIS	\$862
12	Math Counts Coach		LPMS	\$862
12	Mathematics Coach		LPHS	\$862
12	Newspaper Sponsor 7,8 (to be removed)		BMS	\$862
12	Newspaper Sponsor 5,6 (to be removed)		KMS	\$862
12	Pom Pon, Assistant		LPHS	\$862
12	Soccer, Grades 7,8		LPMS	\$1,153
12	Soccer, Grades 7,8		LPMS	\$1,153



13	Academic Staff Coach	Super Bowl - Science	LPHS	\$641
13	Academic Staff Coach	Envirothon	LPHS	\$641
13	Academic Staff Coach	Quizbowl	LPHS	\$641
13	Academic Staff Coach	Quizbowl	LPHS	\$641
13	Academic Staff Coach	Spelling Bee	LPHS	\$641
13	Academic Staff Coach	Super Bowl - English	LPHS	\$641
13	Academic Staff Coach	Super Bowl - Math	LPHS	\$641
13	Academic Staff Coach	Super Bowl - Social Studies	LPHS	\$641
13	Academic Staff Coach	Super Bowl - Social Studies	LPMS	\$641
13	Academic Staff Coach	Science Olympiad 6-8	LPMS	\$641
13	Academic Staff Coach	Science Super Bowl	LPMS	\$641
13	Academic Staff Coach	Interdic. Super Bowl	BMS	\$641
13	Academic Staff Coach	Eng/Lang. Arts. Super Bowl	BMS	\$641
13	Robotics 5/6	Robotics 5/6	KIS	\$641
13	Academic Staff Coach	Math Super Bowl	KMS	\$641
13	Academic Staff Coach	Name That Book	LPMS	\$641
13	Academic Staff Coach 6-8	Geography Bee Coach	KMS	\$641
13	Academic Staff Coach	Name That Book	KIS	\$641
13	Builders Club 5,6		KIS	\$641
13	Builders Club 7,8		LPMS	\$641
13	Dare 5,6 (leave open)		KIS	\$641
13	Elementary Music		Itinerant	\$641
13	Elementary Music		Itinerant	\$641
13	Elementary Music		Itinerant	\$641
13	Elementary Music		Itinerant	\$641
13	Elementary Music		Itinerant	\$641
13	Jazz Band 5,6 (to be removed, inc. w/ Band Director duties)		KIS	\$641
13	Jazz Band 7,8 (to be removed, inc. w/ Band Director duties)		LPMS	\$641
13	Lead & Seed 7,8 (leave open)		LPMS	\$641
13	Robotics 7/8		LPMS	\$641
13	Robotics 5/6		KIS	\$641
13	NJHS			\$641
13	Ring Toss, Co-Ed 4th Grade		Crichfield	\$641
13	Ring Toss, Co-Ed 4th Grade		Crichfield	\$641
13	Ring Toss, Co-Ed 4th Grade		Hailmann	\$641
13	Ring Toss, Co-Ed 4th Grade		Handley	\$641
13	Ring Toss, Co-Ed 4th Grade-50%		I.T.	\$321
13	Ring Toss, Co-Ed 4th Grade-50%		I.T.	\$321
13	Ring Toss, Co-Ed 4th Grade		Kingsbury	\$641
13	Ring Toss, Co-Ed 4th Grade		K. Heights	\$641
13	Ring Toss, Co-Ed 4th Grade		Lincoln	\$641
13	Ring Toss, Co-Ed 4th Grade-50%		Riley	\$321
13	Ring Toss, Co-Ed 4th Grade-50%		Riley	\$321
13	Spell Bowl		Kingsbury	\$641
13	Technology Club Sponsor		Crichfield	\$641

	Technology Club Sponsor	Super Bowl - Social Studies		
13			Hailmann	\$641
13	Technology Club Sponsor - 50%		Handley	\$321
13	Technology Club Sponsor - 50%		Handley	\$321
13	Technology Club Sponsor		I.T.	\$641
13	Technology Club Sponsor		Kingsbury	\$641
13	Technology Club Sponsor - 1/3		K. Heights	\$214
13	Technology Club Sponsor - 1/3		K. Heights	\$214
13	Technology Club Sponsor - 1/3		K. Heights	\$214
13	Technology Club Sponsor		Lincoln	\$641
13	Technology Club Sponsor - 50%		Riley	\$321
13	Technology Club Sponsor - 50%		Riley	\$321
13	Track, 4th Grade Co-Ed (additional position)		Crichfield	\$641
13	Track, 4th Grade Co-Ed		Crichfield	\$641
13	Track, 4th Grade Co-Ed		Hailmann	\$641
13	Track, 4th Grade Co-Ed		Handley	\$641
13	Track, 4th Grade Co-Ed-50%		I.T.	\$321
13	Track, 4th Grade Co-Ed-50%		I.T.	\$321
13	Track, 4th Grade Co-Ed-50%		Kingsbury	\$321
13	Track, 4th Grade Co-Ed-50%		Kingsbury	\$321
13	Track, 4th Grade Co-Ed		K. Heights	\$641
13	Track, 4th Grade Co-Ed		Lincoln	\$641
13	Track, 4th Grade Co-Ed		Riley	\$641
13	After School Supervision (Kesling Campus)			\$641
13	After School Supervision (Kesling Campus)			\$641
14	Cheer/Pom Pom 7th Grade Head		LPMS	\$862
14	Cheer/Pom Pom 8th Grade Head		LPMS	\$862
15	Academic Club Sponsor	Art Club	LPHS	\$354
15	Academic Club Sponsor	ASL Club	LPHS	\$354
	Academic Club Sponsor	Business Professionals of America Club	LPHS	\$354
15	Academic Club Sponsor	Drama Club	LPHS	\$354
15	Academic Club Sponsor	Ecology Club	LPHS	\$354
15	Academic Club Sponsor	French Club	LPHS	\$354
15	Academic Club Sponsor	German Club	LPHS	\$354
15	Academic Club Sponsor	Photography Club	LPHS	\$354
	Academic Club Sponsor	Social Studies Civics Club	LPHS	\$354
15	Academic Club Sponsor	Spanish Club	LPHS	\$354
	Academic Club Sponsor	Tattered Pages Book Club	LPHS	\$354
15	Academic Club Sponsor	Technology Club	LPHS	\$354
15				
15	After/Before School Activity Sponsor-50%	Robotics Team Coach	Crichfield	\$177
15	After/Before School Activity Sponsor-50%	Robotics Team Coach	Crichfield	\$177



15	After/Before School Activity Sponsor	Boys/Girls Who Code Sponsor	Crichfield	\$354
15	After/Before School Activity Sponsor	Art Club Sponsor	Crichfield	\$354
15	After/Before School Activity Sponsor	Music Club Sponsor	Crichfield	\$354
15	After/Before School Activity Sponsor	Student Activity Council Sponsor	Hailmann	\$354
15	After/Before School Activity Sponsor	Student Activity Council Sponsor	Hailmann	\$354
15	After/Before School Activity Sponsor	Student Activity Council Sponsor	Hailmann	\$354
15	After/Before School Activity Sponsor	Robotics Club	Hailmann	\$354
15	After/Before School Activity Sponsor	Brain Busters - Primary	Handley	\$354
15	After/Before School Activity Sponsor	Brain Busters - Intermediate	Handley	\$354
15	After/Before School Activity Sponsor	Robotics Club Coach-50%	Handley	\$354
15	After/Before School Activity Sponsor	Robotics Club Coach-50%	Handley	\$354
15	After/Before School Activity Sponsor	Robotic Club	I.T.	\$354
15	After/Before School Activity Sponsor	Chess Club	I.T.	\$354
15	After/Before School Activity Sponsor	Spelling Bee	I.T.	\$354
15	After/Before School Activity Sponsor - 50%	Stack Club	I.T.	\$177
15	After/Before School Activity Sponsor - 50%	Stack Club	I.T.	\$177
15	After/Before School Activity Sponsor	Robotic Club	K. Heights	\$354
15	After/Before School Activity Sponsor	Robotic Club	K. Heights	\$354
15	After/Before School Activity Sponsor	Robotic Club	K. Heights	\$354
15	After/Before School Activity Sponsor	Spelling Bee	K. Heights	\$354
15	After/Before School Activity Sponsor	Homework Helpers	Kingsbury	\$354
15	After/Before School Activity Sponsor	Homework Helpers	Kingsbury	\$354
15	After/Before School Activity Sponsor	Robotics Club	Kingsbury	\$354
15	After/Before School Activity Sponsor	Robotics Club	Kingsbury	\$354
15	After/Before School Activity Sponsor	Art Club	Lincoln	\$354
15	After/Before School Activity Sponsor	Garden Club	Lincoln	\$354
15	After/Before School Activity Sponsor	Science Club	Lincoln	\$354
15	After/Before School Activity Sponsor	Fitness Funatics	Lincoln	\$354
15	After/Before School Activity Sponsor	Academic Geography Club	Riley	\$354
15	After/Before School Activity Sponsor	National Current Events League	Riley	\$354
15	After/Before School Activity Sponsor	TEDED Club	Riley	\$354
15	After/Before School Activity Sponsor	Robotics Club	Riley	\$354
15	After/Before School Activity Sponsor	Robotics Club	Riley	\$354
15	After/Before School Activity Sponsor		Crichfield	\$354
15	After/Before School Activity Sponsor		Hailmann	\$354
15	After/Before School Activity Sponsor		Handley	\$354
15	After/Before School Activity Sponsor		Indian Trail	\$354
15	After/Before School Activity Sponsor		Kingsbury	\$354
15	After/Before School Activity Sponsor		K. Heights	\$354
15	After/Before School Activity Sponsor		Lincoln	\$354
15	After/Before School Activity Sponsor		Riley	\$354

15	Election Commissioner		LPHS	\$354
15	Freshman Class Sponsor		LPHS	\$354
15	Clubs & Activities	Art Club	KIS	\$354
15	Clubs & Activities	Book Club	KIS	\$354
15	Clubs & Activities		KIS	\$354
15	Clubs & Activities		KIS	\$354
15	Clubs & Activities		KIS	\$354
15	Clubs & Activities	Science Club	KIS	\$354
15	Clubs & Activities	Science Club	KIS	\$354
15	Clubs & Activities	Spelling Bee	KIS	\$354
15	Clubs & Activities		KIS	\$354
15	Clubs & Activities	Recycling	KIS	\$354
15	Clubs & Activities		KIS	\$354
15	Clubs & Activities		KIS	\$354
15	Clubs & Activities	Art Club	KIS	\$354
15	Clubs & Activities		LPMS	\$354
15	Clubs & Activities		LPMS	\$354
15	Clubs & Activities		LPMS	\$354
15	Clubs & Activities	English Enrichment	LPMS	\$354
15	Clubs & Activities	The Blank Canvas Club	LPMS	\$354
15	Clubs & Activities		LPMS	\$354
15	Clubs & Activities		LPMS	\$354
15	Clubs & Activities	Star Lab Coordinator	LPMS	\$354
15	Clubs & Activities		LPMS	\$354
15	Clubs & Activities		LPMS	\$354
15	Clubs & Activities		LPMS	\$354
15	Clubs & Activities	English Enrichment	LPMS	\$354
15	Clubs & Activities		LPMS	\$354
15	Clubs & Activities		LPMS	\$354
15	Sophomore Class Sponsor		LPHS	\$354
15	Special Events		LPHS	\$354
16	JETS		LPHS	\$230

INFORMATION BELOW IS FOR REFERENCE PURPOSES -- NOT BARGAINABLE BUT DISCUSSABLE				
	Librarian 1 Week After School		LPMS	Per Diem
	Librarian 1 Week After School		KIS	Per Diem
	Librarian 2 Weeks After School		LPHS	Per Diem
	Librarian 2 Weeks After School		LPHS	Per Diem
	Building Trades Teacher 1 Week Before School		LPHS	Per Diem

	Counselors 1 Week Before School		LPMS	Per Diem
	Counselor Stipend		LPMS	\$758
	Counselors 1 Week Before School		LPMS	Per Diem
	Counselor Stipend		LPMS	\$758
	Counselors 1 Week Before School		KIS	Per Diem
	Counselor Stipend		KIS	\$758
	Counselors 1 Week Before School		KIS	Per Diem
	Counselor Stipend		KIS	\$758
	Counselors 8 Days Before School		LPHS	Per Diem
	Counselor Stipend		LPHS	\$758
	Counselors 8 Days Before School		LPHS	Per Diem
	Counselor Stipend		LPHS	\$758
	Counselors 8 Days Before School		LPHS	Per Diem
	Counselor Stipend		LPHS	\$758
	Counselors 8 Days Before School		LPHS	Per Diem
	Counselor Stipend		LPHS	\$758
	Counselors 8 Days Before School		LPHS	Per Diem
	Counselor Stipend		LPHS	\$758

*The parties understand and agree that the La Porte Community School Corporation is not obligated to fill all positions on the Extra Duty Schedule.*

*Approved 10/28/19*