

Lake Station Community School Corporation/Lake Station Federation of Teachers

Tentative Agreement Items

1. Two-year contract with reopener for wages only in 26-27.
2. 2025-2026 Starting Base Salary, increase 2025-2026 starting base salary from \$46,000 to \$47,000.
3. 2025-2026 Compensation Plan
  - a. No increase for new teachers
  - b. \$500 increase to base for academic needs (literacy endorsement attained on or before October 1, 2025) OR \$500 increase to base for masters (any area masters attained on or before October 1, 2025).
  - c. \$1,000 stipend for experience (120 days in Lake Station in the 24-25 school year)
  - d. 3% increase to base for evaluation (rated effective or highly effective)
4. 3% increase to ECA's
  - a. Add Elementary Student Council Position (same rate as JH)(1 per building)
5. Modify Attendance Award (Appendix III) to flat rate (paid no later than the third pay of the following school year):
  - a. 0 Absences = \$4,000
  - b. 1 Absence = \$3,000
  - c. 2 Absences = \$2,000
  - d. 3 Absences = \$1,000
6. Article V.A.1. – increase the stipend from \$1,000 to \$1,500 for teachers that do not take insurance.
7. Article IV.A.8. – increase contribution for 401(a) from \$20 to \$40.
8. Article VIII.B.1. – eligibility for retirement benefit from 15 years to 12 years (similarly, changes to VIII.B.2.a., as benefits will start the 13<sup>th</sup> year instead of 16<sup>th</sup>).
9. Article VIII.B.2.B. – remove formula and provide a flat rate of \$100 per day.
10. Article VIII.B.3. – increase cap on severance benefits to \$15,000 from \$10,000.
11. Delete eligibility and redistribution language.
12. No extension of breaks for PTO.

10/16/25