



Lafayette School Corporation

Board of School Trustees Memorandum

To: Board of School Trustees

From: Brandon Hawkins, Director of Human Resources

Date: July 27, 2026

Subject: Recommendation to Add Paid Leave Benefits for hourly Diagnosticians and hourly Non-Public Teachers of Record

Background

As part of the dissolution of Greater Lafayette Area Special Services (GLASS), the Lafayette School Corporation evaluated the staffing models for positions previously employed through GLASS. During this process, it became evident that the historical practice of employing hourly Diagnosticians and hourly Non-Public Teachers of Record as part-time hourly employees without paid leave benefits is no longer the preferred approach. Currently, our hourly Diagnosticians work between 20 and 40 hours per week during the school year, and our hourly Teachers of Record.

These positions require highly qualified professionals who possess, at a minimum, a bachelor's degree and a valid Indiana teaching license. In today's competitive employment market, providing a comprehensive leave package is an important component of recruiting and retaining qualified educators.

Adding paid leave benefits will better position the Corporation to attract and retain licensed professionals while creating greater consistency in employee benefits across similarly qualified positions.

Recommendation

It is recommended that the Board of School Trustees approve the addition of the following annual paid leave benefits for employees serving as Diagnosticians and Teachers of Record, effective with the 2026–2027 school year:

10 Sick Leave Days

2 Personal Leave Days

3 Family Illness Leave Days

These benefits will apply to employees hired into these positions and will be administered in accordance with Lafayette School Corporation policies and administrative procedures.

Fiscal Impact

The fiscal impact of this recommendation is expected to be minimal. These employees are currently budgeted positions, and the addition of paid leave benefits will enhance the Corporation's ability to recruit and retain qualified licensed staff while supporting continuity of services for students.



Recommendation for Board Action

At the August 10th board meeting, administration plans to recommend that the Board of School Trustees approve the addition of ten (10) sick leave days, three (3) personal leave days, and three (3) family illness leave days annually for Hourly Diagnosticians and Hourly Teachers of Record, effective for the 2026–2027 school year.

Sincerely,

Brandon Hawkins
Director of Human Resources
Lafayette School Corporation