

LANSING SCHOOL DISTRICT AGREEMENT

Meet and Confer

April 16, 2013

Compensation

The parties agree that for the duration of this contract, 2013-2014, 2014-2015, 2015-2016 there shall be no wage increase applied to the salary schedule or other rates of compensation defined in the collective bargaining agreement. The salary schedule will remain the same as was utilized for the 2012-2013 collective bargaining agreement. The members of this unit shall remain at the same step for each year of the contract.

Furlough Days

During each year of this agreement, 2013-2014, 2014-2015, 2015-2016, the members will accept three (3) unpaid Furlough Days. Furlough dates are yet to be determined.

Duration

The parties agree that these provisions expire June 30, 2016, and the Board shall not thereafter assume or pay any financial obligations related to salary, insurance and furlough days in excess of those specified herein, except in accordance with a mutually ratified successor or agreement.

General Fund Balance

If the audited General Fund Balance as of June 30, 2013, and/or as of June 30, 2014, and/or as of June 30, 2015 exceeds Ten Million dollars, the parties shall meet and agree on allocating 2.16% of the amount in excess of Ten Million dollars to the Meet and Confer Unit in an off schedule compensation (inclusive of FICA and MSPERS costs), not to exceed a 3% increase to the salary schedule, exclusive of step increments. It is also understood and agreed upon that one-time revenue increases support only off schedule salary payments (i.e. "stipends"). Furthermore, there shall be no "on schedule" increases if there is an operating deficit in the fiscal year in which the payment is made.

As a result of this tentative agreement between the Meet and Confer Group and LSD, the parties have tentatively agreed to the changes below within the current Collective Bargaining Agreement (CBA). Such changes are intended to be the complete set of changes to the current Collective Bargaining Agreement. All other remaining articles of the Collective Bargaining Agreement remain in effect for the term of this new agreement, unless the parties agree through a Letter of Agreement, Memorandum of Understanding or other document that binds the parties in some fashion.

For LSD

Virginia Anderson

Date

4/24/13

For Meet and Confer

Susan A. Carter

Date

4/24/13