

**LANSING SCHOOL DISTRICT AGREEMENT**

**Public Safety**

**May 28, 2013**

**Compensation**

The parties agree that for the duration of this contract, 2013-2014, 2014-2015 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, the members will accept three (3) unpaid Furlough Days. Furlough dates are yet to be determined. Consideration of Memorial Day, Nov. 5 and Feb. 14 for 2012-14

**Duration**

The parties agree that these provisions expire June 30, 2015, 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 .0006% of the amount in excess of Ten Million Dollars to the Public Safety 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 Public Safety 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.

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**JUN 25 2013**

**HUMAN RESOURCES**

*[Handwritten signature]* 6/20/13  
NSA 6/14/13

The Lansing School District will agree to Proposal #3(only) submitted by the School Safety Officers regarding the language change to Article 36, Evaluation.

For LSD W. Anderson Date 6/14/13  
For Public Safety [Signature] Date 6/20/13

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PROPOSAL

CAPITAL CITY LODGE #141, FRATERNAL ORDER OF POLICE

DIVISION: Lansing Schools Safety Officers

PROPOSAL#: 3

DATE: 4-17-13

ART./SEC.#: Article #36 – Evaluation

PAGE#: 35-36

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**Article 36 Evaluation**

The District and Union agree that all school safety officers should receive periodic feedback regarding the quality of their work by their supervisors.

For the length of the contract, the Public Safety officers shall meeting informally with their immediate DPS lead officer at least twice prior to their final annual performance evaluation to review current status of performance. This evaluation shall include feedback from the building administrators regarding the officers' performance.

A copy of the final evaluation must be given to the officer, who signs the form indicating receipt of the copy. If the officer declines to sign the evaluation, a union representative may sign indicating that the officer has received a copy of the evaluation. A copy of the evaluation is then placed in the staff members personnel file.

School Safety officers who disagree with the evaluation may file a written attachment explaining or disagreeing with the evaluation within twenty (20) work days of receipt of the evaluation.

The District will use the evaluation form. Any changes to the form will be mutually agreed upon by the Union and the District.

This employee evaluation shall not be considered a grievable issue.

~~This is a trial program to provide better communication on staff performance. The trial program will be in effect for the 2009-10 school year and will end at the end of that school year.~~ **The evaluation process will start after the first ninety (90) days of employment.**

TA  
4/24/13  
NA  
4/24/13

Article 20: Overtime/Weekend Duty

A. Employees will be paid overtime at the following rate and under the following conditions:

1. Rate of pay shall be at time-and-one-half of the employee's regular pay rate for all hours worked in excess of forty (40) hours in any work week.
2. Rate of pay for all hours worked on Sunday shall be at time-and-one-half of the employee's regular pay rate.gg
3. Rate of pay shall be at time-and-one-half of the employees's regular pay rate for all hours worked in excess of eight (8) hours in a workday, provided that during the course of that work week the employee does not receive more than eight (8) hours of pay as compensation for hours not worked.

*[Handwritten signature]* 6/20/13

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JUN 25 2013  
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