

## LSEA/LANSING SCHOOL DISTRICT TENTATIVE AGREEMENT

10/9/15

Pursuant to the provisions of the Collective Bargaining Agreement between the Lansing School District (LSD) and the Lansing Schools Education Association (LSEA) as it relates to the re-opener as it pertains to wages and benefits, the parties agree to the following for the 2015-2016 school year:

### 1. **Duration**

This is a one year (2015-2016) agreement limited to wages and benefits only. All other provisions of the Collective Bargaining Agreement shall remain effective and intact for the period agreed upon previously by the parties.

### 2. **Wages**

- A. All Staff will receive an off schedule bonus equivalent to 0.5% of their current contract base salary schedule (meaning staff member's current step on the salary/wage schedule), not subject to MPSERS. "Contract base salary schedule" does not include additional pay items such as, for example, workshop pay, additional hours, co-curricular pay, planning stipend, and similar additional payments, which rates will remain the same as the 2014-2015 school year rates. The amount shall be paid on October 23, 2015.
- B. All other economic issues shall remain the same and unchanged through the end of the 2017-2018 school year with the exception of the Salary Schedule(s) and insurance benefits, unless the parties mutually agree to reopen other contract sections. Except as stated herein, there shall be no additional or retroactive adjustments in compensation (step increases, salary schedule increases, changes to stipends (planning time stipend) or other rates of compensation, etc.) for the duration of the 2015-2016 school year. All adjustments in compensation (e.g., lane changes) that have been agreed upon by the parties for the duration of the 2015-2016 school year will become effective only upon ratification by both parties. The parties agree that only those bargaining unit members who earn a degree to qualify for a lane change after ratification of this Agreement shall be eligible for a lane change in 2015-2016.

### 3. **Health Care**

- A. All employee non-health insurance will be fully funded by the Lansing School District (i.e. vision, dental, life and long-term disability insurance coverage) except less than full-time employees, whose coverage shall continue to be prorated.

B. Insurance Contributions Towards Annual Medical Insurance Costs, 2015-2016

Commencing July 1, 2015, and continuing through June 30, 2016, the District shall pay the maximum amount towards the annual cost of medical insurance for each eligible employee within the LSEA bargaining unit as is permitted by 2011 PA 152 (2.3% increase in the hard cap allocation over 2014-2015 District costs) specific to the "hard cap" per section 3 of 2011 PA 152 (i.e., no more than the aggregate of \$5,992.30 for employees with single coverage; \$12,531.75 for employees with individual and spouse coverage including individuals with 1 non-spouse dependent coverage; \$16,342.66 for employees with family coverage during the 2015-2016 medical benefit coverage period).

Except as stated below, the District and LSEA agree that the District shall allocate or smooth the aggregate amounts as mutually agreed with the LSEA in the manner done during 2012-13. LSEA and the District shall meet periodically to discuss the allocation/smoothing of the annual costs and to assure compliance with 2011 PA 152. The District's contribution continues to be pro-rated for less than full-time employees pursuant to the terms and conditions of the existing agreement, and based upon actual dates of employment.

Employees electing medical insurance shall pay the difference, if any, pursuant to the District's Internal Revenue Code section 125 plan.

If the LSEA decides to engage a change in insurance providers/policies/benefit that affects the premium costs for medical insurance for the LSEA unit, it shall not result in an increase or decrease in the District's premium costs established above specific to the hard cap during 2015-2016. Before any changes in plan benefits are effective, eligible employees will receive at least 50 calendar days advance notice of the change, as currently required by federal law.

The above provisions expire June 30, 2016; thereafter, the District's contributions towards annual costs for insurance shall not increase unless the parties mutually ratify a successor agreement in advance of such increases, if any.

4. **Attendance Incentive Bonus**

The parties mutually agree to implementation of an "Attendance Incentive" for the 2015-2016 school year. Those employees that are absent from work for ten (10) days or less shall receive a .75% off-schedule stipend based on their contract base salary/wage schedule rate of pay (meaning all staff member's current step on the salary/wage schedule), not subject to MPERS, payable on July 1, 2016. "Contract base salary schedule" does not include additional pay items such as, for example, workshop pay, additional hours, co-curricular pay, planning stipend, and similar additional payments, which rates will remain the same as the 2014-2015 school year rates.

For the purpose of the Attendance Incentive, employees shall not be penalized for absences as a result of the following:

- Approved FMLA Leave time;
- Superintendent Approved Conferences/Workshops/Professional Responsibilities;
- Administrator Approved Teacher-in-Charge;
- Work-related Subpoenas or Jury Duty;
- Administrative Leave as required and approved by the District, excluding disciplinary action. Those who are placed on Administrative Leave as a result of a disciplinary investigation which does not result in any reason for disciplinary action, would still be eligible for the Attendance Incentive.

The Attendance Incentive will be an off schedule bonus.

If an employee exhausts their FMLA leave during the 2015-2016 year and is otherwise off work for more than ten (10) work days, s/he will not be eligible for the incentive, except for an employee who is absent due to being on worker's Compensation, in which case the employee will receive a prorated bonus based on the employees' days of total attendance during the 2015-2016 school year divided by the total work days in the school calendar after deducting 70 work days for the 12 weeks of FMLA leave and 10 more work days.

5. The parties agree to resolve MERC Case Nos. C15 C-039 and UC15 C-006 per the attached agreement.



For the Lansing School District



For the LSEA

Date: October 9, 2015

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