

# **AGREEMENT**

**between**

**LANSING SCHOOL DISTRICT**

**and**

**LANSING EDUCATIONAL ASSISTANTS  
(MEA/NEA)**

**2007-2010**

**Supplement to the current Labor Agreement**

**The parties have agreed to extend the current contract from August 16, 2007 through August 15, 2010 with the following modifications to the previous contract.**

**August 16, 2007 – August 15, 2010**

## **ARTICLE XVI: EMPLOYEE-EARNED BENEFITS**

A. For 2006-07 School Year, the District shall pay the MESSA's Tri-Med health plan of a single subscriber's premium less a \$5.00 monthly co-pay paid by the Assistant. Commencing the 2005-2006 school year, the District shall pay ninety percent (90%) toward MESSA's Tri-Med Health Plan of a two-person and/or full-family subscriber's premium with the Assistant paying the balance as a co-pay. In addition, the District will contribute \$5,000 toward offsetting the co-pays for those choosing two-person and/or full-family health coverage. This \$5,000 will be distributed to members who are enrolled as of the close of the open enrollment period. Assistants who are working thirty (30) or more hours per week and hired after April 1, 1997 are eligible for this health plan. Those Assistants hired prior to March 31, 1997 need twenty-five (25) hours or more per week to be eligible. This coverage is for a twelve (12) month period for each year of this Agreement for the unit member and any other eligible dependents as defined by MESSA. Sponsored dependents shall be considered eligible dependents (Health Coverage only).

Effective for the 2007-08 through 2009-2010 School Years, the subscribers shall pay the following co-pays:

Single	\$ 10.00
Two Person	\$ 70.00
Full Family	\$ 80.00

Health: MESSA Tri-Med

Life: \$10,000.00 A.D. & D

Vision: VSP0-1

Dental: LEA, in consultation with District, will decide on a dental program for benefit eligible members for the 2007-08 school year with the cost not to exceed \$73,000.00. If the parties agree to a dental program that costs the District than \$73,000.00, the savings may be used to augment employee earned benefits which includes but is not limited to, cash in lieu. The District will provide no-benefit eligible members fifty percent (50%) of the single subscriber rate Mid-Western Dental Plan A or a comparable plan mutually agreed to by the parties.

## **OTHER AGREEMENTS**

1. The limitation of steps for Supervisor Assistants will be eliminated upon ratification.
2. Camp pay will be increased to \$180.00 retroactive to July 1, 2006
3. Cashiers will be eligible for incentive pay.
4. During the life of this contract, either party may demand to bargain up to three (3) non-financial provisions contained in the Master Agreement. No such demand will be made prior to the 2008-09 school year. Should the

parties fail to reach mutual agreement on any or all reopened items, the District agrees it will not impose any contract provision(s) upon LEA for the duration of the 2007-2010 Agreement.

5. All dates, provisions and Letters of Agreement in the August 16, 2004-August 15, 2007 Agreement will expire concurrently with the 2007-2010 Agreement on August 15, 2010.

**LANSING EDUCATIONAL ASSISTANTS  
(MEA/NEA)**

By: \_\_\_\_\_  
LEA President

By: \_\_\_\_\_  
Negotiating Chair

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**BOARD OF EDUCATION**

By: \_\_\_\_\_  
President

By: \_\_\_\_\_  
Secretary

Date: \_\_\_\_\_

Date: \_\_\_\_\_

LANSING SCHOOL DISTRICT  
AND THE  
LANSING EDUCATIONAL ASSISTANTS

TENTATIVE AGREEMENT

MARCH 29, 2007  
Fifth (5<sup>th</sup>) and Final Revision

**1. Wages**

2006-07	0.0%
2007-08	1.0%
2008-09	2.0%
2009-10	1.0% with re-opener if any other group receives more than 1.0% for that school year

**2. Insurance**

Health:

2006-07	No change
2007-08	Co-pays of: \$10/Month Single Subscriber \$70/Month Two-Person \$80/Month Full Family
2008-09	Same as 2007-08
2009-10	Same as 2007-08

**3. Dental (E.E.B.)**

LEA, in consultation with District, will decide on a dental program for benefit eligible members for the 2007-08 school year with the cost not to exceed \$73,000.00. If the parties agree to a dental program that costs the District less than \$73,000.00, the savings may be used to augment employee earned benefits which includes, but is not limited to, cash in lieu.

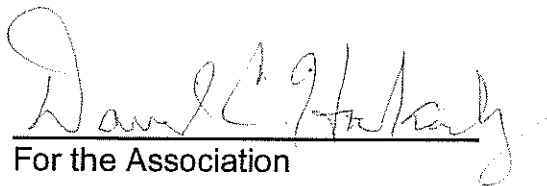
The District will provide non-benefit eligible members fifty percent (50%) of the single subscriber rate Mid-Western Dental Plan A or a comparable plan mutually agree to by the parties.

**4. Cash In Lieu: (E.E.B.)**

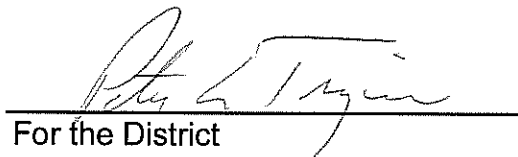
Cash in lieu of medical insurance for benefit eligible employees will remain at \$120.00 per month unless augmented pursuant to paragraph three (3) above.

**Other**

1. Remove Step Limitation for Supervision Assistants, effective upon ratification by both parties.
2. Increase Camp Pay to \$180 retroactive to July 1, 2006.
3. Restore cashier's incentive pay effective upon ratification by both parties.
4. During the life of contract, either party may demand to bargain up to three (3) non-financial provisions contained in the Master Agreement. No such demand will be made prior to the 2008-09 school year. Should the parties fail to reach mutual agreement on any or all reopened items, the District agrees it will not impose any contract provision(s) upon LEA for the duration of the 2007-10 Agreement.
5. All dates, provisions and Letters of Agreement in the August 16, 2004-August 15, 2007 Master Agreement not specifically addressed by this Tentative Agreement are considered incorporated as terms of the August 16, 2007-August 15, 2010 Agreement and will expire concurrently with the 2007-2010 Agreement on August 15, 2010.

  
\_\_\_\_\_  
For the Association

4-5-07  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the District

4-5-07  
\_\_\_\_\_  
Date