MASTER AGREEMENT

between

LANSING ASSOCIATION OF SCHOOL ADMINISTRATORS

and

LANSING SCHOOL DISTRICT

BOARD OF EDUCATION

2022 - 2027

PREAMBLE

This Agreement is entered into between the Lansing School District Board of Education, hereinafter referred to as "Employer" or "Board," and the Lansing Association of School Administrators, hereinafter referred to as "LASA" or "Administrators." It is the intent and purpose of this agreement to establish a working and economic relationship between the parties hereto, to provide an orderly and peaceful means for resolving any misunderstandings or differences which may arise, and to set forth herein the agreement between the parties concerning wages, hours, terms and conditions of employment for members of this bargaining unit. The Board and LASA jointly agree to perform the obligations imposed by this Agreement.

ARTICLE 1
RECOGNITION

A. The Board hereby recognizes the LASA as the exclusive bargaining representative for Administrators in accordance with the applicable provisions of the Michigan Public Employment Relations Act, MCL 423.201 *et seq.*, for those employees included in the unit for bargaining as set forth in the paragraph below. The term "Administrator" when used herein shall refer to employees included in the unit for bargaining; and the term "Board" or "Superintendent Designee" when used herein, shall refer to the Board of Education of the Lansing School District or its designated agents. Pursuant to the Michigan Public Employment Relations Act, MCL 423.201 *et seq.*, the Board hereby agrees that every administrator shall have the right to freely organize, join, and support LASA for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection or choose not to do so. As a duly-elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any administrator in the enjoyment of any rights conferred by the Michigan Public Employment Relations Act, MCL 423.201 *et seq.* or other laws of Michigan or the Constitutions of Michigan and the United States and that it will not discriminate against any administrator with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in LASA, his/her participation in any activities of LASA or collective bargaining with the Board, or his/her institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment, as defined by the Agreement and/or Board Policy.

B. The following administrative personnel comprise this bargaining unit: Principal, Assistant Principal, Director of Instruction, Director of Athletics, Director of Competitive Grants, Director of Culture and Climate, Director of Special Populations, Director of Operations, Director of State and Federal Grants, Director of Technology, Director of Career and Technical Education, Director of Diversity, Equity and Inclusion, Director of Budget, Director of Assessment, Director of REAP, Director of Magnet, Assistant Director of Special Education, Assistant Director of Preschools, Assistant Director of Instruction, Assistant Director of REAP, Administrators on Special Assignment.

C. The Lansing School District operation requires a cohesive administrative staff. Towards that end, the Superintendent of Schools may meet on a regular basis with representatives of the Executive Board of LASA for input on staffing decisions as well as other matters directly affecting the administrative staff.

D. Whenever a new Employee classification is added, the Superintendent shall make an initial determination as to whether the Employees in that classification are appropriate members of the Bargaining Unit. The Superintendent shall advise LASA, through its President, of its decision, when an Employee is taken out of LASA, the Superintendent will meet with LASA to discuss the elimination of that LASA position.

E. Any individual contract executed between the Board of Education and an Administrator in the Bargaining Unit shall be subject to and consistent with the terms of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement shall be controlling.

F. The Board agrees not to negotiate concerning the terms and conditions of employment for members of this Bargaining Unit with any organization other than LASA for the duration of this Agreement. Nothing herein is intended to prohibit the right of free communication between the Board's designee or its representatives and the personnel included in the Bargaining Unit.

G. Non-instructional administrators are administrators that do not hold a teaching certificate.

ARTICLE 2
BOARD RIGHTS

Subject to the terms of this Agreement, there is reserved exclusively to the Board all responsibilities, powers, rights and authority vested in it by the laws and constitution of Michigan and the United States or which have been heretofore properly exercised by it.

ARTICLE 3
ASSOCIATION AND ADMINISTRATOR RIGHTS AND

A. LASA shall have the right to use building facilities at reasonable times and hours for LASA meetings outside the working day, provided this shall not interfere with or interrupt normal school procedures. When special custodial service is required when LASA uses a building facility, the Board will charge LASA for the actual charge involved.

B. The Board agrees to provide in the form in which it is available in the records of the District, upon written request of the duly designated LASA representative, all financial and nonconfidential personnel information relative to the District, excluding, however, any and all financial information or data which may be held not accessible to administrative bargaining units by any statute, state administrative or judicial body.

C. Upon appointment with the Human Resource Office, Administrators shall have access to their personnel files to review and receive written copies of, if requested, unless exempted under the law. Such records will not be removed from the Human Resources Office.

D. The Superintendent, through the Association president, will request, accept, and consider input from LASA regarding matters of school operation. When joint teacher-administrator committees are formed, LASA shall submit a recommended list of representatives to serve on such committees.

E. Any case of employment-related assault and battery upon an administrator immediately shall be reported by the administrator to his/her immediate supervisor. Upon written request, the Board shall select and make available to the administrator an attorney for the purpose of an initial consultation to advise the administrator of any rights and obligations in connection with handling of the incident by law enforcement and judicial authorities.

F. The District shall hold an administrator harmless or insure him/her adequately for omissions arising from performance within the course and scope of employment as an administrator based on the District's insurance policy.

G. In compliance with the State of Michigan Revised School Code 380.1246, effective January 4, 2010, building principals, assistant principals, directors, administrators of instructional programs and other administrators within LASA covered under the law shall possess a valid Michigan School Administrator's Certificate.

Administrators employed by the Lansing School District or who experienced a change in building assignment on or after July 1, 2010, must possess a Michigan School Administrator's Certificate or be enrolled in an educational program leading to certification under Section 1536 not later than 6 months after they are employed with the Lansing School District.

Administrators will have three (3) years to meet the certification requirements. If these requirements are not met, the administrative contract shall be terminated. If the person who fails to meet the certification requirements set forth in this paragraph and that person is otherwise qualified, certified, and eligible for another open position in the District, then that person is subject to layoff if there is not an available and open position

ARTICLE 4
PROFESSIONAL CONDUCT

A. The Superintendent may adopt and implement rules and regulations as they pertain to School Board policy, administrative guidelines, and the employee handbook, not in conflict with the terms of this Agreement. A copy of these rules and regulations shall be available to each administrator and reviewed during the first meeting of each school year.

B. The Superintendent and LASA recognize a mutual responsibility for promoting professional conduct that encourages quality in the educational process and reflects favorably upon the Lansing School District. Unprofessional conduct and misconduct are subject to disciplinary procedure. Misconduct includes but is not limited to: abuses of sick leave and other leaves, tardiness, willful deficiencies in professional performance, violation of Board policies, regulations or administrative directives not inconsistent with the terms of this Agreement, and any violation of the terms of this Agreement or duties as assigned in administrator's position. The District will attempt to notify the offending administrator within five (5) calendar days of any allegations of misconduct. It is the District's intention to promptly notify the offending administrator. The first day of the five (5) day notice provision shall be the day after the District learns of any allegation.

C. Definition of Discipline. Disciplinary action shall be defined as any written reprimand, suspension, or termination. Verbal warnings and Counseling Statements but may become part of the formal disciplinary process as it relates to progressive discipline.

D. Representation. Before any meeting is called in which disciplinary action may result, the administrator shall be notified and shall be entitled to have present a representative of the Association. If an Association representative is requested to be present, no longer than five (5) working days may lapse before such a meeting is held. Failure on the part of the administrator to report/attend the meeting may result in disciplinary action for failing to attend the meeting, unless the administrator is excused by the supervisor.

E. A written record indicating the specific grounds forming the basis for disciplinary action shall be filed in the administrator's personnel file, and a copy given to the administrator. After a period of two (2) years from the date of occurrence, if there has been no recurrence of conduct similar to that which caused the disciplinary action, then the administrator may have the disciplinary action removed. In cases of unprofessional conduct as defined in the Michigan School Code, MCL 380.1230b, such materials shall not be removed from the file after the two year period, but will remain in the file indefinitely.

F. When an administrator requests that a LASA representative be present during a disciplinary action meeting scheduled during working hours, the LASA representative shall suffer no loss of pay in connection with such meetings. In connection with grievance meetings, the grievant, LASA President, or one (1) representative from LASA shall suffer no loss of pay for participating in such meetings scheduled during working hours.

G. Just Cause. No non-instructional administrator (i.e. an administrator without a teaching certificate) shall be disciplined without just cause.

H. Progressive Discipline. The Superintendent will follow a policy of progressive discipline. The Superintendent may impose a severe disciplinary action without progressing through less severe measures when warranted by the seriousness of an administrator's misconduct.

I. Discipline Exceptions. Verbal or written Counseling Statements are not considered discipline and they shall not be contained as part of an administrator's personnel file unless the verbal or written counseling statements lead to progressive discipline. Written counseling statements and improvement plans may be used as evidence for cause for non-renewal.

J. Administrators whose contracts are not to be renewed for reasons of performance shall be notified on or before ninety (90) days prior to the expiration of their individual contract.

K. Formal complaints which, after review and/or investigation, lack sufficient proof or merit of the underlying allegation may not be placed in the personnel file unless such complaint evidences a pattern of unacceptable conduct. Administrators shall be notified of the complaint within five (5) days of receipt, unless there are extenuating circumstances or the integrity and/or security of a District investigation into the complaint is jeopardized by informing the administrator. Administrators will be given the opportunity to respond verbally and/or in writing to the complaint and by request placed in the personnel file.

ARTICLE 5
GRIEVANCE PROCEDURE

A. A grievance is defined as a violation, misinterpretation, or misapplication of any provision of this Agreement.

B. The number of days indicated at each step of the grievance procedure are working days, should be considered as maximum, and every effort should be made to expedite the grievance process. Time limits may, however, be extended by written mutual consent.

C. Working days shall mean school days during the academic year and calendar days when the administrative office is open during the summer months between academic years

D. On the handling and processing of a grievance, the following procedure will apply:

Step 1: LASA or the aggrieved administrator may initiate any grievance at Step 2. As an alternative option within ten (10) days of the date an alleged grievance occurs, a special conference may be requested by LASA and/or the aggrieved administrator for the purpose of an informal problem-solving discussion with the District.

If a request for a special conference is made by LASA or the aggrieved administrator, the human resources administrator shall convene the conference. Problem solutions resulting from the special conference, which are mutually agreeable, may be implemented. If the special conference does not produce a mutually agreeable solution, LASA or the aggrieved administrator may advance the grievance to Step 2.

Step 2: Within ten (10) days of the date that an alleged grievance occurs or within ten (10) days after a special conference was convened at Step 1, LASA or the aggrieved administrator, with or without LASA representation, shall submit to the human resources administrator a written statement of the provision of this Agreement that has been violated, misinterpreted or misapplied. The written grievance shall contain the following: (1) the signature of the grievant(s); (2) a synopsis of the facts giving rise to the alleged violation, misinterpretation, or misapplication; (3) the specific article(s) and subsection(s) of this Agreement that is alleged to have been violated, misinterpreted or misapplied; (4) the date of the alleged violation, misinterpretation, or misapplication; and (5) the relief requested.

Within ten (10) days of receipt of the alleged grievance, the Superintendent, Chief Human Resources Administrator, the aggrieved administrator and an Association representative shall meet to discuss the grievance. Following such a meeting, within ten (10) days, the Superintendent shall respond in writing to the grievant, with a copy to the Association representative.

Step 3: If the grievance remains unresolved at the conclusion of Step 2, either party may submit the grievance to the Michigan Employment Relations Commission for mediation. If the parties are unable to resolve the dispute after two (2) meetings with the MERC mediator or the parties do not utilize mediation, the grievance may be submitted for binding arbitration at the

request of LASA, provided written notice for submission to arbitration is delivered to the Chief Human Resources Administrator/designee within twenty (20) working days after receipt of the decision under Step 2.

Following the written notice of request for submission to binding arbitration, the parties shall attempt to select a mutually agreeable arbitrator within five (5) working days. (The parties may agree upon one or more methods of mutual selection, including the development of strike lists, negotiation, etc.). The arbitrator shall be selected by the American Arbitration Association in accordance with its rules. The voluntary labor arbitration rules of the American Arbitration Association shall apply to the proceedings except as provided herein.

E. Powers and Duties of the Arbitrator

1. The arbitrator so selected will confer with the parties and hold hearings promptly and will issue his/her decision within thirty (30) calendar days after the close of the hearing (or submission of briefs, if applicable).

2. The arbitrator shall not hear any grievance previously barred from the scope of the grievance procedure.

3. The arbitrator will issue a written decision and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator's decision shall confirm with the Michigan Uniform Arbitration Act, MCL 691.1681 *et seq.*

4. The arbitrator shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.

5. All arbitration hearings will be held at District facilities.

6. The decision and award of the arbitrator, if made in accordance with his/her jurisdiction and authority under this Agreement, shall be accepted as final by the Board, the Association, and the administrator or administrators involved.

7. It shall be the function of the arbitrator, and he/she shall be empowered, except as his/her powers are limited herein to make a decision in cases of alleged violation of the specific articles and sections of this Agreement or written Board policies directly affecting wages, hours or conditions of employment of an administrator. Any other matter not specifically set forth in this Agreement or in a Board policy which specifically affects wages hours or conditions of employment of the administrator remains within the reserved rights of the Board.

8. Relative to the grievance of disciplinary measures, which only applies to non-instructional administrators, the arbitrator shall have authority to review and decide whether just cause to impose disciplinary action existed and, if so, whether the disciplinary action imposed was reasonable, proper and just.

   a. If the arbitrator determines that just cause for discipline did exist for non-instructional administrators, but finds the disciplinary action to be unreasonable, improper or too severe, he/she will state in his/her award

what discipline would be reasonable, proper and just under all the circumstances.

b. If the arbitrator determines that just cause for discipline did not exist for non-instructional administrators, he/she may rescind the disciplinary measure.

9. The arbitrator shall have no power to grant relief for any damages for periods commencing before the latter of:

a. the date the grievance arose (as defined in Section C, Step 1), or

b. ten working days before the grievance was advanced at Step 1.

10. The arbitrator shall have no power to establish or change any retirement benefit established and administered by the State of Michigan. Additionally, the arbitrator shall be limited from ruling on any claim or dispute regarding the terms of the pension plan or an action by the pension administrator.

11. The arbitrator shall have no power to establish or change any insurance policy. Additionally, the arbitrator shall be limited from ruling on any claim or dispute regarding the terms of an insurance policy document.

12. The arbitrator shall have no power to consider any facts, or rule upon any issues, not raised by the grievance, LASA, or the District during the first three steps of the grievance procedure. In the event newly discovered facts or issues become known to the grievant, LASA or the District, after Step 3 but before the arbitration hearing, the party who has discovered the proposed new evidence will immediately notify the other and make a full disclosure of the same.

13. The arbitrator shall have no power to change any policy or rules of the Board.

14. If the Board disputes the arbitrability of any grievance, the arbitrator shall first determine whether he/she has jurisdiction to act, and he/she finds that he/she has no such power the grievance shall be referred back to the parties without decision or recommendation on its merits.

F. Miscellaneous

1. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participation.

2. All documents, communications, or records dealing with a grievance shall be filed separately from the personnel files of the participants

3. Access shall be made available to records of all unprivileged information used in the determination and processing of the grievance.

4. Any grievance filed during the life of this agreement shall be processed through the steps of this procedure regardless of whether such time required may go beyond the expiration date of this document.

5. If the arbitrator upholds the entire grievance, the District shall be responsible for the fees and expenses of the arbitrator; similarly, if the arbitrator denies the entire grievance, LASA shall pay the arbitrator's fees and expenses. If the arbitrator determines that each party's position is upheld in part, the arbitrator may determine if the arbitration fees should be split and which percentage of the fees should be paid by each party.

6. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expense of witnesses called by the other.

7. An administrator who is required by the Board to participate in an arbitration hearing under this Agreement shall be put on stand-by during the workday and shall be excused with pay when called to testify. Similar treatment will be given to administrators that are called by LASA to testify during the workday, assuming that the number of witnesses to be used by LASA are limited to a reasonable number to prove its case. Additionally, the grievant and the LASA president/ designee who participate in an arbitration hearing shall not suffer a loss of pay for the time spent at the arbitration hearing (including up to thirty minutes before and after the hearing).

8. No grievance shall be filed for by an employee more than ten (10) days after the effective date of his/her resignation.

9. The filing of a grievance shall in no way interfere with the right of the Employer to proceed in carrying out its responsibilities, subject to a final decision on the grievance.

10. Two or more grievances on the same subject may be handled by the District as one grievance. When such a situation occurs, LASA shall be notified and the answer directed to the LASA president.

11. In the event the alleged grievance involves an order, requirement, etc., the grievant shall fulfill or carry out such order or requirement, etc., pending the final decision on the grievance.

12. Grievances that are not appealed within the time limits specified in each step of the grievance procedure shall be considered settled on the basis of the decision last rendered, unless such time limits are waived by mutual agreement by the parties involved.

ARTICLE 6
REDUCTION IN STAFF

A. The Association recognizes the exclusive right of the Board to determine monetary savings to be achieved by reduction in personnel and/or operations and the exclusive right to determine the area in which such reduction will be made.

B. Prior to any reduction in staff within LASA, LASA will be provided an opportunity to present to the Superintendent LASA's recommendations regarding such reductions for the consideration of the Superintendent prior to the final Superintendent decision. When a layoff occurs, the Superintendent shall determine which employees will be laid off.

C. Those persons affected by the reductions shall be given a 30-day notice that their position is to be eliminated. They may be informed of other vacancies for which they may qualify and will be given an opportunity to interview for such vacancies.

D. Administrators on layoff shall continue to remain on the layoff list and accrue seniority for two (2) years from the date of layoff.

E. Administrators shall lose seniority upon resignation, retirement, or discharge.

F. Administrators who leave their position (for any reason), except layoff, for another position within the District will not accrue seniority or maintain any rights under the LASA Collective Bargaining Agreement. If an administrator returns to an open LASA position within a 12 month period from the date of leaving, he/she may begin to accrue seniority (adding previous seniority) and rights under LASA.

ARTICLE 7
SALARIES AND INCENTIVES

A. Administrative Compensation. Categories and Salaries All LASA Administrators shall be placed in an Administrative Compensation Category consistent with each administrative position, as detailed in Appendix A. The annual salary for each Administrative Compensation Category presented in Appendix B (Salary Schedule) shall constitute the full and complete salary due each LASA Administrator.

B. District Student Incentive - Any LASA member who enrolls and sends their child or children for a full school year to any Lansing Public School shall receive a $500 annual stipend. This stipend shall be paid in the bargaining unit members' July paycheck for that school year.

ARTICLE 8
FRINGE BENEFITS

A. Health Insurance Options -The district will contribute up to the maximum allowance based on the state hard cap rate. The initial medical benefit plan coverage shall begin upon approval of this agreement and not be increased throughout the duration of this agreement.

The annual allocated amounts identified above shall be prorated for employees who begin work after the start of the scheduled work/school year or terminate employment before the year is completed. The annual allocated amounts shall also be prorated for employees who change subscriber categories during the medical benefit plan coverage year.

An open enrollment shall occur in September to be effective November 1, of each year. The medical plans offered during open enrollment shall be McLaren. The benefits and coverage are as defined in a handout provided by Human Resources. The parties agree that the insurance contract and underwriting rules shall govern benefits and coverage and that the Board's obligation shall be limited to paying the premiums described above.

Eligible employees electing medical insurance shall pay the difference between the Board's contributions defined above and the actual cost of the medical plan selected via payroll deduction in accordance with the District's IRS Section 125 Plan. Eligible employees electing non-medical benefits shall pay 10% of the cost of the monthly premiums, and the Board shall pay 90% of such costs in the manner deducted during the duration of this contract.

There shall be no double health coverage within the District. If an employee's spouse is employed by the District, only one of them may elect District provided health insurance.

B. Cash Alternative Option - Cash in lieu shall be $450 per month. For those who select cash-in-lieu during the open enrollment period, cash-in-lieu payment shall commence on the start of the benefit year, for each eligible year.

C. Group Life Insurance The Board will provide term life insurance in the amount of $75,000 for each employee. The coverage shall double in case of accidental death and dismemberment and provide waiver of premium in the event of total and permanent disability.

D. Group Dental

Basic Dentistry: The plan will pay 80% of eligible expenses and will increase 10% each calendar year (to 100%), provided the insured visits a dentist and completes all recommended basic services each year.

Major Dentistry: Includes inlays, crowns, bridges, full and partial dentures. The plan will pay 80% of the eligible expenses incurred by the participant. Combined Basic & Major Maximum: Annual maximum per participant per calendar year- $1,000.

Orthodontics: Orthodontic benefits are provided for all persons insured. The plan will pay 80% of an orthodontist's reasonable and customary charges up to the plan maximum of $1,500.

Claim Forms: Available from SET SEG.

E. Vision Care

Effective Date: The first of the month following hire date, or return from leave. An application must be completed by each employee.

Benefit Year: July 1st to June 30th • All bills must be submitted within 6 months following the end of the benefit year.

Benefits Provided: Each employee, their spouse and dependent children may obtain an examination, frames, and/or lenses once per Benefit year. Prescription sunglasses and photo gray lenses are included.

Payment Level: 85% of customary and reasonable charges, subject to maximum payments shown below:

Examinations $ 85
Regular Lenses $ 175
Bifocal Lenses $220
Trifocal Lenses $250
Lenticular Lenses $290
Frames $100
Contact Lenses $200

Claim Payments: Submit itemized bill to Lansing School District, Human Resources, 519 W. Kalamazoo, Lansing, Michigan 48933. Your bill must show date of service, name of employee, ID# of employee, patient's name, and provider of services. The cost of each item (exam, type of lenses, frames) must be listed separately. A non-taxed payment will be refunded on your regular Bi-weekly.

Coordination of Benefits: If your spouse has vision coverage through another employer, you must submit a record of their payment along with your itemized bill. The District payment will be coordinated with that of the other insurance company. Benefits for dependent children are determined first under the contract of the parent whose birth date occurs earliest in the calendar year. If you need written verification for filing a claim with a second company, you must request verification through the Human Resources Department.

F. Long Term Disability Insurance

Benefits:

1. Up to 60% of monthly salary with a maximum of $6,000 per month.

2. Benefits are offset with the Social Security (primary benefit only) and Michigan School Employees Retirement to the degree they would add to the basic benefit in excess of 60%.

3. Benefits payable on the following basis:

Age of Disablement	Duration of Benefits (In Years)
62 and younger	To age 65 or 3.5 years, whichever is later
63	3 years
64	2-1/2 years
65	2 years
66	1-3/4 years
67	1-1/2 years
68	1-1/4 years
69	1 year

Waiting Period: 60 calendar days or after all sick leave is consumed, whichever comes later.

G. Vacations

Employees contracted for 52 weeks per year shall be entitled to 25 days of vacation. Employees contracted for less than 52 weeks will receive 5 days of vacation.

Scheduling of all vacation time is subject to the approval of the employee's immediate supervisor. School facing administrators can use up to 5 days of vacation when students and/or staff are in session.

Vacation shall not change the formula by which employee salaries are calculated. Upon any employee's termination, resignation of employment, or retirement, the District shall pay for all accrued but unused vacation time.

If an employee leaves mid-year, the vacation time paid out for that year will be prorated.

All employees are eligible to carry over a maximum of 10 vacation days to the next year.

H. Holidays

The following holidays will be recognized for all Administrators:

The day before New Year's Day
New Year's Day
Martin Luther King, Jr. Birthday
President's Day
Good Friday
Memorial Day
Juneteenth*
Independence Day
Labor Day
The day before Thanksgiving Day
Thanksgiving Day
The day after Thanksgiving
The day before Christmas Day
Christmas Day

*If recognized by all other bargaining units as a holiday.

I. Retirement Separation Allowance

Administrators who qualify under the Michigan Public School Employees Retirement Act and have ten (10) years of service with the Lansing School District, after completion of their last year of service, shall receive $300 for each year of service in the District. In case of death prior to retirement, the cumulative amount shall be paid to the designated beneficiary.

J. Supplemental Allowances

If an administration position is to be redefined as a split position, the affected building principal will meet with the superintendent to discuss the position as well as additional support needed. If an individual does not wish to remain at the building after it has been identified as a split position, the Superintendent and Administrator will explore possible alternative assignments. However, it is expressly understood that the decision is within the sole discretion of the District.

For elementary principals with responsibilities for more than one elementary building:

Responsibility for two buildings – $ 1200 per week for first 9 weeks and then $1500 per week for weeks 10 – 36.

K. Personal Property Loss. The Board will repair or reimburse administrators the current value (up to a maximum of $500 per incident) of any clothing or other personal property damaged or destroyed as the result of an accident, act of vandalism, or assault and/or battery upon them suffered in the course of their employment unless such loss is covered by insurance, or reimbursement is obtained from other sources. (Forms for reimbursement are available from one's immediate supervisor.)

L. Insurance Continuation. Employees or their dependents that cease to be eligible for health insurance coverage shall have a right to continue medical, dental, or vision group coverage on a direct payment basis with the Lansing School District. Coverage may be continued for 36 months, except for termination of employment or reduction in hours, which shall be limited to 18 months.

During the term of this agreement, the parties, with the other bargaining units at the District, may meet to discuss a new health insurance benefit program and/or a cafeteria benefit program, dental and/or vision insurance as an alternative/replacement to the coverage described in Section A, D and E of this Article.

ARTICLE 9
SICK, PERSONAL AND OTHER LEAVES OF ABSENCE

A. Sick Leave

1. At the beginning of each school year Administrators shall be granted sick leave days that pay in full for personal illness, family illness and medical appointments.

   Administrators working 52 weeks per year shall receive eleven (11) days per year. Administrators working less than 52 weeks per year shall receive nine (9) days per year. Unused portions of each year's leave shall be allowed to accumulate up to but not exceeding 60 days. The District will pay $200 per day into the employee's tax-sheltered annuity ("TSA")/403b for up to eight (8) days per year for days that exceed the maximum of 60 days.

2. The District will pay the difference in Short Term Disability for days 61-90 until the employee is eligible for Long-Term Disability.

3. Employees transferring into the LASA unit may transfer no more than 60 days of accumulated compensable leave time from their previous position to be capped at 60 days.

B. Personal Leave. At the beginning of each school year, Administrators shall be granted five (5) days for personal leave. Administrators must request to use personal leave from their supervisor and, if asked, provide reason(s) for the leave. Approval by the supervisor will not be unreasonably denied. Unused personal leave will not be carried over to the following year, but any unused personal leave days may be rolled into sick leave.

C. Leaves of Absence

1. Maternity Leave

a. If the administrator desires a leave of absence, she must file a written request with the Human Resources Office at least 90 days prior to the anticipated date of such leave.

b. Any leave of absence shall be for the duration of the pregnancy and extend no longer than through the post-natal examination period (usually six weeks after termination of the pregnancy).

c. After the termination of pregnancy, the administrator shall be permitted to return from leave at any time. However, unless parental leave has been granted, such return shall be no later than following the post-natal examination period (usually six weeks after termination of pregnancy).

2. Parental Leave

A parental leave of absence without pay, or pay using any available leave, shall be granted upon request to administrators who become parents of a newborn. Such leave must be requested, in writing, prior to the six week postnatal examination, but not less than thirty (30) days prior to the date such leave is to become effective. Such leave shall, if applicable, be granted until the end of the fiscal year.

3. Child-Related Leave

Any administrator may apply for an adoptive leave without pay, or pay using any available leave. This provision applies to a child that is newly added to the household through adoption, guardianship or foster care and not a child who is already a member of the household. When first notified that he/she has been accepted as an adoptive parent by the applicable agency, the administrator desiring leave shall apply to the Human Resources Office for an adoptive leave that shall commence when the administrator assumes custody of the child, and shall continue for the duration of the fiscal year.

4. Educational Leave

An educational leave of up to two years may be granted upon application to the Superintendent. Educational leaves are subject to the following provisions:

a. The administrator must have completed not less than three years of continuous full time service before he/she can be a candidate for consideration.

b. Educational leaves may be granted for research or study, and they must be related to the applicant's professional interests and development.

c. Request for educational leaves will be considered for a period of up to two years.

d. Requests for educational leave must be received in the Office of Human Resources not later than January 15, of the preceding school year.

e. The administrator receives no salary compensation or fringe benefits during the leave.

f. Following the leave, the administrator will be returned to a similar position and the same or increased pay level from which s/he left.

5. Teaching for the United States Government, Peace Corps, or other Special Programs.

A leave of teaching for the United States Government, Peace Corps, or other Special Programs of up to two years may be granted upon application to the Superintendent. Such teaching leaves are subject to the following provisions:

a. The administrator must have completed not less than three years of continuous full time service before he/she can be a candidate for consideration.

b. Teaching leaves may be granted to serve in an assignment abroad in schools, universities, or other organizations related to education.

c. Requests for teaching leaves will be considered for a period of up to two years.

d. Requests for teaching leaves must be received in the Office of Human Resources not later than January 15, of the preceding school year.

e. The administrator receives no salary compensation or fringe benefits during the leave.

f. Following the leave, the administrator will be returned to a similar position and the same or increased pay level from which s/he left.

6. Leaves for Other Purposes

a. Absence for Jury Duty

In such cases the administrator will be paid the difference between his/her pay for that duty and his/her regular pay provided he/she cooperated with

school officials in attempting to obtain a postponement from such service for the period of the school year. Proof of service and pay must be submitted to the Payroll Office.

b. Leaves of absence with pay not chargeable against compensable leave shall be granted in connection with an appearance before a court or an administrative agency when subpoenaed as a witness in any case connected with the Administrator's employment or the school, except that leave with pay shall not be granted in connection with unfair labor practice hearing involving the Board and LASA or to employees who are plaintiffs in civil suits against the District.

c. When attending any function when so directed by the administration.

7. Military Leave

a. Military leaves of absence shall be granted to any administrator who shall be called into active military service of the United States. Administrators on such leaves of absence shall be granted up to a maximum of six {6) calendar months which shall include salary and fringe benefits. During this six (6) month period and only for those days the administrator was scheduled to work in the District, the administrator shall assign his/her military compensation to the Lansing School District. Should the leave extend beyond six {6) months, said leave will be without pay and the administrator may purchase continuation of health insurance coverage thereafter. These terms also apply to military reservists called for active duty or training.

b. Military leaves will be granted to bargaining unit members in accordance with these terms, provided such member makes written request for such leave of absence, immediately upon receiving their orders to report for such duty.

c. The reinstatement rights of any employee who enters the military service of the United States by reason of the Uniformed Services Employment and Reemployment Rights Act or any law enacted by the Congress of the United States, or who may voluntarily enlist during the effective period of such law, shall be determined in accordance with the provisions of the law granting such rights.

8. Family and Medical Leave Act of 1993

The Board shall extend such additional considerations and benefits to administrators as are required by the Family and Medical Leave Act.

D. Conventions and Conferences

All conference requests must be approved by the Administrator's supervisor, and the Human Resources Department prior to the date of the conference.

All Administrators are responsible for arranging for the delegation of their responsibilities during the period of time they are attending a conference.

Only one Secondary Administrator shall be gone from the building at any one time; exceptions may be made only with the approval of the Superintendent or his/her designee.

The Superintendent may place a freeze on all conferences when economic circumstances dictate.

ARTICLE 10
MISCELLANEOUS

A. An economic reopener will occur on or before June 30, 2024 to discuss current base salaries, bonuses, incentives, and benefits. The parties agree that the school year 2023-2024 base salaries will be used as the floor for these discussions.

B. The Superintendent and the Association shall meet once each month during the school year, upon the request of either party, to discuss matters of mutual concern. The time, place and agenda shall be mutually agreed upon at least one week prior to such a meeting.

C. Every effort will be made to notify Administrators of their assignment no later than two weeks prior to the start of the school year.

D. The Superintendent may initiate a salary review of administrative positions, on his/her own volition, or at the request of LASA, in the following instances:

1. Any new administrative position placed in the bargaining unit.

2. Any administrative position that is combined with another function.

3. Any administrative position that is given permanent extra responsibility.

4. Any administrative position that is relieved of responsibilities.

5. Any present administrative position.

E. During the term of this Agreement scheduled days of work that are canceled because of conditions not within the control of school authorities such as, but not limited to, severe storms, fires, epidemics or health conditions as defined by the city, county, township or state authorities shall be rescheduled by the School District. Such rescheduling shall not affect or otherwise require an adjustment of salary compensation, or other benefits provided within this collective bargaining agreement.

F. If any provision of this Agreement or any application of the Agreement to any Administrator or group of Administrators shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

G. It is mutually acknowledged that this collective bargaining agreement represents the complete agreement between the parties, and any other matter outside of this agreement

which has not been incorporated by reference herein shall not be deemed to be a part of such collective agreement.

H. Negotiations between the parties for the purpose of entering into a successor Agreement shall commence at least sixty {60) days prior to the expiration date of this Agreement.

I. Medical Procedures. Administrators will not be required to perform nor delegate medical procedures required to be performed by a licensed medical professional.

J. Any elementary building that has more than 450 students will be assigned an assistant principal, and an additional principal when there are 900 students. This enrollment number must be reached by fall count date and maintained until second count day.

K. When new programs are being implemented into school buildings, those affected principals may be notified prior to such implementation for feedback and discussion.

L. On days when schools must be closed due to inclement weather, the District will not require administrators to attend school for the first two (2) days. After these two (2) days are used and the school is closed due to inclement weather, administrators may use vacation or personal leave days with approval of their direct supervisor.

On days when schools must be closed because a "State of Emergency" has been declared by the Governor of the state of Michigan, Mayor of Lansing, or other federal, state or county appropriate authority, administrators will not be required to report to school/work or use leave time. If either of those first two (2) days are declared as "State of Emergency" days they will not count as the first two (2) days excused/no weather days of the school year.

Any additional days after the first two (2) days mentioned above, or on other days when the District or schools are closed, administrators may work remotely with approval of their direct supervisor.

M. After the Superintendent has made staffing assignments, the positions left unassigned shall be posted.

Administrators who are interested in a change of assignment may give written notice of their interest to the Superintendent. If the Superintendent makes a change of assignment involving the desired position and does not transfer the interested administrator, the Superintendent may respond to the request in writing. Administrators who are reassigned to a position of lesser pay shall have their salary redlined for one year.

N. Administrators may be asked to have a "special assignment" for up to two years. His/her salary will not be affected and he/she will be restored to his/her former position, if possible, or a position of like nature.

O. If the school district adds an additional grade or grade(s) to a school, on or after the first day of school, the lead principal will be granted a $2,000 stipend.

P. All current school level administrators (principals and assistant principals) will be placed on their appropriate level of the pay scale based on their years of service as an

ARTICLE 11
DURATION Of AGREEMENT

This Agreement shall be effective when it is ratified, whichever is later, and shall continue in effect until June 30, 2027. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated. No other organization may ask for exclusive bargaining rights during the fixed term of this Agreement.

If an Emergency Manager Is appointed by the State under the Local Financial Stability and Choice Act, MCL 141.1541, et seq. the emergency manager may reject, modify, or terminate the Collective Bargaining Agreement in accordance with law. This clause is included in this agreement because it is legally required by state law and not as a result of agreement of the parties.

FOR THE BOARD OF EDUCATION OF LANSING COMMUNITY SCHOOLS

By: _____

Its: President

Date: 9/15/2022

By: _____

Its: Secretary

Date: 09/15/2022

By: _____

Its: Superintendent of Schools

Date: Sept 15, 22

FOR LANSING ASSOCIATION OF SCHOOL ADMINISTRATORS, INC.

By: _____

Its: President

Date: 9-15-2022

By: _____

Its: Vice President

Date: 9/15/2022

administrator in Lansing School District. Any new incoming administrator shall be placed on the pay scale as per Human Resources.

Q. All additional hours, with prior supervisory approval, will be paid at a rate of $50/hr.

R. The graduation rate bonus for high school principals only will be: 80% = $2,000.00; 85% = $3,000.00.

S. The attendance rate bonus for lead principals of a school will be based on the following percentages: 90% attendance = $1500; 92% or more = $2500. Assistant principals of those schools shall receive one-half of the attendance rate bonus for their school. Central administrators shall receive the same bonus based on the District-wide average.

T. Current 44 week principals can choose to "pay back" one week and continue to work 44 weeks. This must be decided by May 1st for the following year. Non high school principals of buildings with 400+ students can work 45 weeks with the approval of their supervisor. This must be decided by May 1st for the following year. High schools will have one 47 week and one 42 week assistant principals. Non high school assistant principals will be 42 weeks.

U. For the first year of this agreement, there will be a $4,000 retention honorarium for employees covered by this agreement. If ratified after September 30, 2022, the signing bonus will increase in an amount to be determined by the parties.

LASA 2023-2027

Non HS	45 weeks	@$2,222.22/week			
	SY 22.23	SY 23.24	SY 24.25	SY 25.26	SY 26.27
Years of Service		0%	2.50%	2.50%	2.50%
Year 1	$100,000.00	$100,000.00	$102,500.00	$105,062.50	$107,689.06
Year 2	$100,750.00	$100,750.00	$103,268.75	$105,850.47	$108,496.73
Year 3	$101,500.00	$101,500.00	$104,037.50	$106,638.44	$109,304.40
Year 4	$102,250.00	$102,250.00	$104,806.25	$107,426.41	$110,112.07
Year 5	$103,000.00	$103,000.00	$105,575.00	$108,214.38	$110,919.73
Year 6-10	$104,000.00	$104,000.00	$106,600.00	$109,265.00	$111,996.63
Year 11-15	$105,000.00	$105,000.00	$107,625.00	$110,315.63	$113,073.52
Year 16+	$106,000.00	$106,000.00	$108,650.00	$111,366.25	$114,150.41

Non HS 400+	52 weeks	@$2,222.22/week			
	SY 22.23	SY 23.24	SY 24.25	SY 25.26	SY 26.27
Years of Service		0%	2.50%	2.50%	2.50%
Year 1	$106,666.00	$106,666.00	$109,332.65	$112,065.97	$114,867.62
Year 2	$107,416.00	$107,416.00	$110,101.40	$112,853.94	$115,675.28
Year 3	$108,166.00	$108,166.00	$110,870.15	$113,641.90	$116,482.95
Year 4	$108,916.00	$108,916.00	$111,638.90	$114,429.87	$117,290.62
Year 5	$109,666.00	$109,666.00	$112,407.65	$115,217.84	$118,098.29
Year 6-10	$110,666.00	$110,666.00	$113,432.65	$116,268.47	$119,175.18
Year 11-15	$111,666.00	$111,666.00	$114,457.65	$117,319.09	$120,252.07
Year 16+	$112,666.00	$112,666.00	$115,482.65	$118,369.72	$121,328.96

AP	42 weeks	@$2,000/week			
Non HS 450+	SY 22.23	SY 23.24	SY 24.25	SY 25.26	SY 26.27
Years of Service		0%	2.50%	2.50%	2.50%
Year 1	$84,000.00	$84,000.00	$86,100.00	$88,252.50	$90,458.81
Year 2	$84,500.00	$84,500.00	$86,612.50	$88,777.81	$90,997.26
Year 3	$85,000.00	$85,000.00	$87,125.00	$89,303.13	$91,535.70
Year 4	$85,500.00	$85,500.00	$87,637.50	$89,828.44	$92,074.15
Year 5	$86,000.00	$86,000.00	$88,150.00	$90,353.75	$92,612.59
Year 6-10	$86,750.00	$86,750.00	$88,918.75	$91,141.72	$93,420.26
Year 11-15	$87,500.00	$87,500.00	$89,687.50	$91,929.69	$94,227.93
Year 16+	$88,250.00	$88,250.00	$90,456.25	$92,717.66	$95,035.60

School Facing Step Scale

Year 1	
Year 2	750
Year 3	750
Year 4	750
Year 5	750
Year 6-10	1000
Year 11-15	1000
Year 16+	1000

Annual Increases - School Facing

Year 1: $4,000 retention honorarium
Year 2: 0%, $3,000 retention honorarium
Year 3: 2.5%
Year 4: 2.5%
Year 5: 2.5%

AP Step Scale

Year 1	
Year 2	500
Year 3	500
Year 4	500
Year 5	500
Year 6-10	750
Year 11-15	750
Year 16+	750

LASA 2023-2027

AP	52 weeks	@$2,000/week			
Non HS 450+	SY 22.23	SY 23.24	SY 24.25	SY 25.26	SY 26.27
Years of Service		0%	2.50%	2.50%	2.50%
Year 1	$96,000.00	$96,000.00	$98,400.00	$100,860.00	$103,381.50
Year 2	$96,500.00	$96,500.00	$98,912.50	$101,385.31	$103,919.95
Year 3	$97,000.00	$97,000.00	$99,425.00	$101,910.63	$104,458.39
Year 4	$97,500.00	$97,500.00	$99,937.50	$102,435.94	$104,996.84
Year 5	$98,000.00	$98,000.00	$100,450.00	$102,961.25	$105,535.28
Year 6-10	$98,750.00	$98,750.00	$101,218.75	$103,749.22	$106,342.95
Year 11-15	$99,500.00	$99,500.00	$101,987.50	$104,537.19	$107,150.62
Year 16+	$100,250.00	$100,250.00	$102,756.25	$105,325.16	$107,958.29

HS	52 weeks	@$2,300/week			
	SY 22.23	SY 23.24	SY 24.25	SY 25.26	SY 26.27
Years of Service		0%	2.50%	2.50%	2.50%
Year 1	$110,400.00	$110,400.00	$113,160.00	$115,989.00	$118,888.73
Year 2	$111,150.00	$111,150.00	$113,928.75	$116,776.97	$119,696.39
Year 3	$111,900.00	$111,900.00	$114,697.50	$117,564.94	$120,504.06
Year 4	$112,650.00	$112,650.00	$115,466.25	$118,352.91	$121,311.73
Year 5	$113,400.00	$113,400.00	$116,235.00	$119,140.88	$122,119.40
Year 6-10	$114,400.00	$114,400.00	$117,260.00	$120,191.50	$123,196.29
Year 11-15	$115,400.00	$115,400.00	$118,285.00	$121,242.13	$124,273.18
Year 16+	$116,400.00	$116,400.00	$119,310.00	$122,292.75	$125,350.07

HS AP	42 weeks	@$2,070/week			
	SY 22.23	SY 23.24	SY 24.25	SY 25.26	SY 26.27
Years of Service		0%	2.50%	2.50%	2.50%
Year 1	$86,940.00	$86,940.00	$89,113.50	$91,341.34	$93,624.87
Year 2	$87,440.00	$87,440.00	$89,626.00	$91,866.65	$94,163.32
Year 3	$87,940.00	$87,940.00	$90,138.50	$92,391.96	$94,701.76
Year 4	$88,440.00	$88,440.00	$90,651.00	$92,917.28	$95,240.21
Year 5	$88,940.00	$88,940.00	$91,163.50	$93,442.59	$95,778.65
Year 6-10	$89,690.00	$89,690.00	$91,932.25	$94,230.56	$96,586.32
Year 11-15	$90,440.00	$90,440.00	$92,701.00	$95,018.53	$97,393.99
Year 16+	$91,190.00	$91,190.00	$93,469.75	$95,806.49	$98,201.66

Like Principals, assistant principals will be placed on the pay scale according to the years of service they have as an administrator in the Lansing School District.

AP Step Scale	
Year 1	
Year 2	500
Year 3	500
Year 4	500
Year 5	500
Year 6-10	750
Year 11-15	750
Year 16+	750

LASA 2023-2027

HS AP	52 weeks	@$2,070/week						
	SY 22.23	SY 23.24	SY 24.25	SY 25.26	SY 26.27			
Years of Service		0%	2.50%	2.50%	2.50%			
Year 1	$99,360.00	$99,360.00	$101,844.00	$104,390.10	$106,999.85			
Year 2	$99,860.00	$99,860.00	$102,356.50	$104,915.41	$107,538.30			
Year 3	$100,360.00	$100,360.00	$102,869.00	$105,440.73	$108,076.74			
Year 4	$100,860.00	$100,860.00	$103,381.50	$105,966.04	$108,615.19			
Year 5	$101,360.00	$101,360.00	$103,894.00	$106,491.35	$109,153.63			
Year 6-10	$102,110.00	$102,110.00	$104,662.75	$107,279.32	$109,961.30			
Year 11-15	$102,860.00	$102,860.00	$105,431.50	$108,067.29	$110,768.97			
Year 16+	$103,610.00	$103,610.00	$106,200.25	$108,855.26	$111,576.64			
Central	52 weeks						**Annual Increases - Non School Facing**	
	SY 22.23	SY 23.24	SY 24.25	SY 25.26	SY 26.27		Year 1: $4,000 retention honorarium	
		0%	2.75%	2.75%	2.75%		Year 2: 0%, $3,000 retention honorarium	
Tier I	$107,234.00	$107,234.00	$110,182.94	$113,212.97	$116,326.32		Year 3: 2.75%	
Tier 2	$105,600.00	$105,600.00	$108,504.00	$111,487.86	$114,553.78		Year 5: 2.75%	
Tier 3	$103,149.00	$103,149.00	$105,985.60	$108,900.20	$111,894.96			
Tier 4	$102,128.00	$102,128.00	$104,936.52	$107,822.27	$110,787.39			
NOTES:								
2022-2023 salary amounts for 52 week positions recalculated at 48 weeks instead of 47 weeks that was used for the initial calculations.								
Recalculated 2022-2023 salary amounts carried forward through 2026-2027 with original agreed upon percentages.								
Per TA, 52 week employees received pay retro to July 1, 2024. Retro not paid for 2022-2023 or 2023-2024.								
52 week salary amounts listed do not reflect actual salary amounts paid in FY23 and FY24. Amounts listed are for calculation purposes only.								

Letter of Agreement
Between
Lansing School District (LSD)
And
Lansing Association of School Administrators (LASA)

The Lansing School District (LSD) and the Lansing Association of School Administrators (LASA) agree to the following as it relates to the merged schools for the 2023-24 school year. The agreement is as follows:

- Due to the re-building of Willow Elementary, all students will attend school at Riddle Elementary. As a result, the following changes in LASA leadership will happen:
  - Steven Lonzo will become Principal of Riddle Elementary with a change in salary that is commensurate to the increases that are outlined in the CBA for next school year.
  - Angela Morris will change to an Assistant Principal position at Riddle Elementary. Her salary will be redlined at her current Principal pay scale for the 2023-24 SY plus any increases that are outlined in the CBA for next school year. Additionally, the District agrees to forego Article 10 Section J, and regardless of student enrollment this Assistant Principal position will not be eliminated for the 2023-24 SY and Ms. Morris retains rights to remain in the position for the school year.
- Due to the re-branding of Reo Elementary, all students will attend school at Attwood Elementary. As a result, the following changes in LASA leadership will happen:
  - Sharon Hampton Madyun will retain the Principal position at Attwood Elementary with a change in salary that is commensurate to the increases that are outlined in the CBA for next school year.
  - Jekeia Murphy will change to an Assistant Principal position at Attwood Elementary. Her salary will be redlined at her current Principal pay scale for the 2023-24 SY plus any increases that are outlined in the CBA for next school year. Additionally, the District agrees to forego Article 10 Section J, and regardless of student enrollment this Assistant Principal position will not be eliminated for the 2023-24 SY and Mrs. Murphy retains rights to remain in the position for the school year.
- Due to the re-branding of Kendon Elementary, all students will attend school at North Elementary. As a result, the following changes in LASA leadership will happen:
  - LaDonna Mask will become Principal of North Elementary with a change in salary that is commensurate to the increases that are outlined in the CBA for next school year.
  - Kailyn Jones will change to an Assistant Principal position at North Elementary. Her salary will be redlined at her current Principal pay scale for the 2023-24 SY plus any increases that are outlined in the CBA for next school year. Additionally, the District agrees to forego Article 10 Section J, and regardless of student enrollment this Assistant Principal position will not be eliminated for the 2023-24 SY and Ms. Jones retains rights to remain in the position for the school year.
- The District agrees to give each Administrator listed updated contracts for the 2023-24 SY that outlines these agreed upon terms and placements no later than June 9, 2023.

This is intended to be a one-time agreement between the parties for the duration of the agreement and is not intended to create a precedent or binding past practice on the parties or to waive any rights the parties have under the Master Agreement or law.

Benjamin Shuldiner, Superintendent
Lansing School District

1/31/23
Date

Unaa Holiness, LASA President
Lansing Association of School Administrators

1-31-2023
Date

Tentative Agreement Between The Lansing School District and The Lansing Association of School Administrators (LASA)

Effective Immediately Upon Signing

This Tentative Agreement is entered into by and between the Lansing School District ("District") and the Lansing Association of School Administrators ("LASA"). The parties hereby agree to the following terms as part of the economic reopener:

1. Additional Hours for LASA Members

LASA members shall have access to up to 20 additional hours per semester with supervisor approval. These hours:

- Will be funded out of school/department budgets.
- Are outside of the contracted 40-hour work week.
- Require start and end times as approved by the SPOC/Supervisor upon mutual agreement.

Note: Contractual hours already include normal night events such as parent/teacher conferences and PTO/PTA meetings.

2. Long-Term Disability Insurance

Article 8, Section F, Sub-section 1 will be amended to read:
"Up to 66.67% of monthly salary with a maximum of $6,850 per month."

3. Recognition of Juneteenth

Juneteenth will be officially recognized as a paid holiday for all LASA members.

4. Additional Hourly Pay Rate

The District will compensate LASA members at a rate of $53/hour for approved additional hours. This rate shall remain in effect for the life of the current contract.

5. Salary Calculation Adjustment

LASA 52-week member salaries will be calculated based on 48 weeks instead of 47 weeks effective July 1, 2024.

For the Lansing School District:

Ben Shuldiner, Superintendent
Date: June 23, 25

For the Lansing Association of School Administrators:

Jeff Hager, LASA President
Date: 6/16/2025