

**LANSING SCHOOL DISTRICT & FOP**  
**DRAFT TENTATIVE AGREEMENT**

August \_\_, 2012

The LSD reserves the right to edit, clarify, and supplement this DRAFT before signing it.

A. Insurance

1. Effective as of July 1, 2012, the Board's monthly contributions towards the cost of medical insurance shall be limited to the following amounts: \$458.33 Single; \$916.66 Two person; \$1250 Family. The annual amount of the Board's contribution towards medical insurance shall not exceed \$5,500 Single, \$11,000 Two Person; \$15,000 Family. The initial medical benefit plan coverage year shall begin July 1, 2012 and end June 30, 2013.
2. 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.
3. An open enrollment shall occur in September of 2012 to be effective November 1, 2012. The medical plans offered during open enrollment shall be PHP Plan #1, PHP Plan #5 and PHP Cap Plan A. The benefits and coverage are as defined in a handout dated June 2012. 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. In the event that the Board or another bargaining unit identifies a comparable medical plan at lesser cost during the 12-13 year, FOP agrees to meet and discuss the alternate plan.
4. Eligible employees electing medical insurance shall pay the difference between the Board's contributions identified above and the actual cost of the medical plan selected, via payroll deduction in accordance with the District's IRS section 125 plan. The deductions for medical insurance shall begin with the first payroll in September at the current 10% cost sharing. In addition, the catch up contribution for July and August shall be deducted beginning with the first payroll in September 2012 and be continued through June 30, 2013. Starting in November 2012, the employee's deductions shall be adjusted based upon the PHP medical plan selected and the eligible employee's coverage category for the hard cap coverage. All deductions will be made from September 2012 through June 2013 payroll and will cover the employee's share of premium costs for the 12 month period beginning July 1, 2012 and continuing through June 30, 2013.
5. Eligible employees electing non-medical benefits shall continue to pay 10% of the cost of the monthly premiums and the Board shall continue to pay 90% of such costs in the manner deducted during the 2011-2012 year.

6. Effective as of July 1, 2012, District reimbursement of out-of-pocket deductible costs shall cease.

7. Continue current language regarding double health insurance coverage.

B. Cash In Lieu

Cash in lieu shall continue as in 2011-2012.

C. Wages

Effective September 1, 2012, and paid not later than the last payroll in September, 2012, the following employees shall receive step advancement to the step they would have been on during 12-13 but for the 2011-12 step freeze: Carlisle, Hall, King, Jr, McCabe, Murchison, and Smith, J. In addition, not later than the last payroll in September, members shall receive a 2.75% increase, provided that this Tentative Agreement is ratified before the first work day of the 2012-2013 school year. This agreement is effective only if ratified by the FOP on or before September 1, 2012.

D. Furlough Days

1. *Two Furlough Days*

During the 2012-2013 work year, each employee will accept two unpaid furlough days: November 6, 2012 and in addition, Memorial Day 2013 shall be the second furlough day.

2. *Make-up for Reimbursed 2011-2012 Furlough Day*

In consultation with the FOP, the District will schedule the equivalent of one unpaid day of additional work during the 2012-2013 year, in return for the reimbursement of one furlough day during the 2011-2012 year, for which employees have already been paid.

E. 2011-2012 Audit Excess

The FOP and all FOP employees relinquish any and all rights to the "off schedule" lump sum payment detailed in the agreement for 2011-2012 (informally referred to as the Superteam agreement).

Further it is understood that unless explicitly stated herein, the provisions of the 2011-2012 Super Team agreement have expired and are no longer in effect during the 2012-2013 year.

F. 2013-2014

The parties shall meet before May 1, 2013 in order to review the District's budget and financial condition in order to collaboratively facilitate a successor contract in advance of July 1, 2013.

G. Status Quo Upon Contract Expiration

This Agreement expires June 30, 2013. After June 30, 2013, the Board shall not assume any financial obligations in excess of those stated herein unless the parties have mutually agreed upon a successor contract.

Cordelia Black

FOP

Dated: Aug 23, 2012

Sam Francis

Lansing School District

Dated: Aug 23, 2012

