

LINCOLN CONSOLIDATED SCHOOLS

AND THE

**LINCOLN EDUCATION
ASSOCIATES ORGANIZATION**

**MASTER AGREEMENT
CONTRACT EXTENSION**

2007 - 2008

**(ADDENDUM TO
2004 - 2007
MASTER AGREEMENT)**

LINCOLN CONSOLIDATED SCHOOLS

2007 - 2008

AGREEMENT

BETWEEN

**LINCOLN
BOARD OF EDUCATION**

AND

**LINCOLN EDUCATION
ASSOCIATES ORGANIZATION**

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PREAMBLE

This Agreement is entered into, effective July 1, 2007, by and between the Lincoln Consolidated School Board of Education, the city of Ypsilanti, Michigan (hereinafter called the "Employer") and the Michigan Education Support Personnel Association (MESPA), through its local affiliate, the Lincoln Education Associates Organization (LEAO) (hereinafter called the "Union"). The signatories shall be the sole parties to this Agreement.

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Employer and the Union.

The parties recognize that the interest of the community and the job security of the employees depend on the Employer's success in establishing a proper service to the community.

To these ends, the Employer and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE VIII
COMPENSATION

L. 1. a. Hospitalization Insurance.

Upon proper completion of written application by full-time employees, the Board shall pay the premiums to cover the cost of MESSA's Pak A or Pak B as listed below. This insurance shall be a full twelve (12) month period and shall cover the employee's immediate family. If an employee leaves the employ of the school district, coverage shall be canceled within thirty (30) days of the employee's last day on the job (subject to applicable COBRA notice). When appropriate, Medicare premiums will be paid on behalf of eligible employees, spouses and/or dependents.

b. If employee chooses to go outside of network the employer will not pay the deductible.

2. MESSA PAK

a. PLAN A—Those electing health insurance

1. MESSA Choices II
2. Prescription 10/20 drug rider, \$10.00 generic, \$20.00 brand name
3. \$20,000 Negotiated Life with AD&D
4. VSP 3
5. Dental: 80%-80/80 \$1,000
80 \$800 with adult Ortho or
50% 50/50 \$1,000
50 \$500 with adult Ortho

b. PLAN B—Those not electing health insurance

1. \$20,000 Negotiated Life with AD&D
2. VSP 3
3. Dental: 80%-80/80 \$1,000
80 \$800 with adult Ortho or
50% 50/50 \$1,000
50 \$500 with adult Ortho
4. One thousand dollars (\$1,000) in cash will be given to those who elect Plan B. The employee may elect to defer this money into a Tax Sheltered Annuity or cash will be paid to the employee electing Plan B (employee choice). The payments will be made to the Employee in five hundred dollar (\$500) stipends biannually.

An employee electing option package (Plan B) and whose hours are cut so as to make him/her ineligible for part or all of the option package, shall be allowed to option back to the regular Health Insurance Program at the time of such cutback.

3. For purposes of this article only, full-time Custodial and Secretarial classifications shall be based on an eight (8) hour day. Full-time for Food Service shall be based on a six (6) hour day. Full-time for Paraprofessionals shall be based on a seven (7) hour day.

APPENDIX C
WAGE SCHEDULE
Effective July 1, 2007

	2007-2008						
	1	2	3	4	5	6	7
NON-QUALIFYING SECRETARIAL SERIES							
I. Head Bookkeeper	14.85	15.78	16.72	17.65	18.22	18.79	19.17
II. Payroll Bookkeeper	14.58	15.49	16.41	17.32	17.88	18.42	18.80
III. Business Office Staff	14.20	15.12	16.03	16.95	17.51	18.06	18.42
IV. Director's Secretary	14.05	14.94	15.81	16.71	17.28	17.88	18.25
V. Building Secretary	14.05	14.94	15.81	16.71	17.28	17.88	18.25
VI. Assistant Building Secretary	13.24	14.21	15.15	16.11	16.73	17.36	17.70
VII. Clerks and Media Clerks	13.50	13.81	14.10	14.38	14.69	15.02	15.30
QUALIFYING SECRETARIAL SERIES							
I. Head Bookkeeper	15.87	16.80	17.74	18.66	19.23	19.80	20.18
II. Payroll Bookkeeper	15.59	16.50	17.41	18.33	18.89	19.43	19.81
III. Business Office Staff	15.21	16.13	17.04	17.96	18.52	19.07	19.43
IV. Director's Secretary	15.06	15.95	16.83	17.72	18.29	18.89	19.26
V. Building Secretary	15.06	15.95	16.83	17.72	18.29	18.89	19.26
VI. Assistant Building Secretary	14.25	15.22	16.16	17.12	17.75	18.37	18.72
VII. Clerks and Media Clerks	14.51	14.81	15.11	15.40	15.70	16.03	16.32
NON-QUALIFYING SPECIALIZED SUPPORT SERVICE							
I. Information Technology Specialist	14.85	15.19	15.50	15.81	16.16	16.52	16.84
II. Communications Specialist	13.50	13.81	14.10	14.38	14.69	15.02	15.30
QUALIFYING SPECIALIZED SUPPORT SERVICE							
I. Information Technology Specialist	15.60	15.94	16.24	16.56	16.91	17.27	17.58
II. Communications Specialist	13.98	14.28	14.58	14.86	15.17	15.50	15.78

APPENDIX C
WAGE SCHEDULE
Effective July 1, 2007

	2007-2008						
	1	2	3	4	5	6	7
NON-QUALIFYING PARAPROFESSIONAL SERIES							
I. Special Ed Paraprofessional	13.98	14.28	14.58	14.86	15.17	15.50	15.78
I.(a) Special Ed Paraprofessional w/Medically Fragile	14.48	14.78	15.08	15.36	15.67	16.00	16.28
II. Classroom Teacher Paraprofessional	13.98	14.28	14.58	14.86	15.17	15.50	15.78
III. Non-Instructional Paraprofessional	13.98	14.28	14.58	14.86	15.17	15.50	15.78
QUALIFYING PARAPROFESSIONAL SERIES							
I. Special Ed Paraprofessional	15.05	15.35	15.64	15.93	16.23	16.56	16.85
I.(a) Special Ed Paraprofessional w/Medically Fragile	15.55	15.85	16.14	16.43	16.73	17.06	17.35
II. Classroom Teacher Paraprofessional	15.05	15.35	15.64	15.93	16.23	16.56	16.85
III. Non-Instructional Paraprofessional	15.05	15.35	15.64	15.93	16.23	16.56	16.85
NON-QUALIFYING CUSTODIAL/ MAINTENANCE SERIES							
I. Skilled Maintenance	17.82	18.42	19.04	19.68	20.30	20.90	21.33
II. General Maintenance	17.17	17.82	18.43	19.07	19.68	20.25	20.68
III. Head Custodian	17.17	17.82	18.43	19.07	19.68	20.25	20.68
IV. Assistant Head Custodian	15.90	16.53	17.20	17.82	18.41	19.02	19.40
V. Custodian/Van Driver	15.44	16.05	16.67	17.27	17.89	18.51	18.89
QUALIFYING CUSTODIAL/ MAINTENANCE SERIES							
I. Skilled Maintenance	18.08	18.70	19.31	19.93	20.56	21.18	21.60
II. General Maintenance	17.44	18.08	18.71	19.34	19.93	20.50	20.93
III. Head Custodian	17.44	18.08	18.71	19.34	19.93	20.50	20.93
IV. Assistant Head Custodian	16.16	16.80	17.47	18.08	18.69	19.29	19.68
V. Custodian/Van Driver	15.70	16.32	16.94	17.53	18.16	18.78	19.17

MEMORANDUM

TO: LEAO

FROM: Sylvester Rowan, Chief Spokesperson for LCS
Ed Light, Director of Facilities, LCS

RE: Points of Understanding on Tentative Agreement

DATE: June 27, 2007

With the ratification of this tentative agreement, the staffing of custodial services will warrant further cuts, which are anticipated to be minimal.

If it so chooses, the administration on behalf of the Board of School Trustees, retains the right to exercise its privileges under P. A. 112 at the end of the 2007 – 2008 contract year.

However, if an extension is necessary and granted, it will be for remaining bargaining unit members, if unable to resolve financial shortfall.

**Letter of Understanding
Between
Lincoln Consolidated Schools
And
Lincoln Education Associates Organization**

Re: LEAO Use of Personal Business Days, Article XI, section B

The parties have discussed and agreed to modify Article XI, section B (use of personal business days) of the parties current labor agreement. The modification to the above Article and section shall read "Personal business days can be used on non-work days. The parties further agreed that personal business days can also be used for snow days (Act of God Days) in excess of two (2) with a limitation of not more than three (3) personal days for non-work days or snow days in any one (1) school year.

In consideration for the above, the LEAO agrees that this Letter of Understanding is for the above purpose only and is made on a one time non-precedent setting basis.

The above reflects our mutual and agreement.

For LEAO

For District

Karen Cook
Karen Cook, President

Fred Williams
Fred Williams, Superintendent

Steve Mitchell
Steve Mitchell

Clifford Rothrock
Clifford Rothrock, Assistant Superintendent

2/16/06
Date

2/16/06
Date

MEMORANDUM OF UNDERSTANDING

TO: LEAO Leadership
FROM: Sylvester Rowan
RE: **Substitute Assignment Outside of Classification**
CC: Administrative Council
LEAO

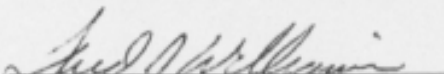
LEAO personnel serving as substitutes outside of their current employment classifications may do so with the understanding that their time for any given week will not be allowed to exceed hours requiring overtime compensation and/or qualify them for benefits.

When an employee substitutes outside of his/her classification, **compensation will be paid at the higher rate** for classifications within which employees are serving as substitutes or at the employees' regular assignment rate or which ever is higher.

Each request to serve as a substitute will be reviewed and, generally, as long as the above conditions are met, personnel will be allowed to serve as substitutes in classifications for which they are qualified.

Please adhere to the above guidelines and consult with my office if you have questions or concerns. Thank you in advance for your cooperation.

Representing the Administration

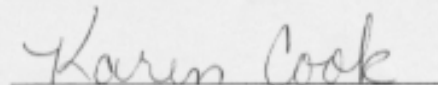


Superintendent Signature

2/20/07

Date

Representing the LEAO



LEAO President Signature

3/19/07

Date

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2007 and shall continue in effect through June 30, 2008. Negotiations between the parties shall begin sixty (60) days prior to the contract expiration date. If, pursuant to such negotiations, an Agreement of the renewal or modification is not reached prior to the expiration date, this Agreement shall expire at such expiration date unless it is extended by mutual agreement of the parties.

FOR THE LEAO

Karen Cook

FOR THE BOARD OF EDUCATION

Fred J. Williams Superintendent