

## **LASA Tentative Agreement**

### **September 19, 2012**

#### **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 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.
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.
5. 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 2011-2012 year.
6. Effective as of July 1, 2012, District reimbursement of out-of-pocket deductible costs shall cease.
7. 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.
8. The deductions for medical insurance shall increase with payroll in November 2012 and be prorated through June 30, 2013 based on the plan selected. These deductions shall include "catch up" contributions from July – October 2012.
9. Cash-in-lieu shall be increased from \$325 per month to \$425 per month provided at least 1 LASA member who elected full family coverage during the 2011-2012 school year (or the equivalent thereof) select cash-in-lieu during the 2012-2013 school year.

10. For those who select cash-in-lieu during the open enrollment period, cash-in-lieu payment shall commence on November 1, 2012.

**B. Wages**

11. No increase on the salary schedule. The 2012-2013 salary schedules shall include a Step 3. (See attached LASA Salary schedule). Step Increases will not be retroactive. It is understood that new LASA hires for the 2012-2013 school year shall be placed on Step 1 of the salary schedule. The members who were on Step 1 during the 2011-2012 school year shall be placed on Step 2 for the 2012-2013 school year. The members who were on Step 2 shall during the 2011- 2012 school year shall be placed on Step 3 for the 2012-2013 school year.

12. A furlough day is defined as the reduction of a period of work with an agreed upon reduction in pay for the reduced work period. LASA members shall have one furlough day, February 15, 2013.


13. LASA and all LASA members 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 Superteam agreement have expired are no longer in effect during the 2012-2013 year.

14. Administrative evaluation—Changes to Article 5, page 7 of the LASA contract, delete sections C and F. (D)

15. The parties will meet before February 1, 2013 in order to review the District's budget and financial condition in order to collaboratively facilitate a successor agreement in advance of July 1, 2013.

16. 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.

LASA 

  
Lansing School District

Dated: 9-19-12

Dated: 9-20-12

LASA SALARY SCHEDULE 2012-13

|                     | 2011-2012<br>0.00% |        | 2012-2013<br>0.00% |        |         |
|---------------------|--------------------|--------|--------------------|--------|---------|
|                     | 1                  | 2      | 1                  | 2      | 3       |
| <b>Category I</b>   | 96,815             | 98,751 | 96,815             | 98,751 | 100,726 |
| <b>Category II</b>  |                    |        |                    |        |         |
| 52 Week             | 94,139             | 96,024 | 94,138             | 96,024 | 97,944  |
| 44 Week             | 86,569             | 88,298 | 86,570             | 88,298 | 90,064  |
| <b>Category III</b> |                    |        |                    |        |         |
| 52 Week             | 90,132             | 91,935 | 90,132             | 91,935 | 93,774  |
| 46 Week             | 86,510             | 88,239 | 86,510             | 88,238 | 90,003  |
| 44 Week             | 82,893             | 84,552 | 82,893             | 84,552 | 86,243  |
| 44 Week - EP - NEW  | 84,350             | 86,037 | 84,350             | 86,037 | 87,758  |
| 42 Week - EP - NEW  | 80,286             | 81,892 | 80,286             | 81,892 | 83,530  |
| 42 Week             | 79,271             | 80,857 | 79,271             | 80,857 | 82,474  |
| <b>Category IV</b>  |                    |        |                    |        |         |
| 52 Week             | 88,797             | 90,571 | 88,798             | 90,571 | 92,382  |
| 46 Week             | 85,230             | 86,935 | 85,230             | 86,935 | 88,674  |
| 44 Week             | 81,666             | 83,299 | 81,666             | 83,299 | 84,965  |
| 42 Week             | 78,102             | 79,666 | 78,101             | 79,666 | 81,259  |
| 39 Week             | 72,525             | 73,976 | 72,525             | 73,976 | 75,456  |
| <b>Category V</b>   |                    |        |                    |        |         |
| 52 Week             | 88,060             | 89,823 | 88,060             | 89,824 | 91,620  |
| 44 Week             | 79,217             | 80,801 | 79,217             | 80,801 | 82,417  |
| 42 Week             | 75,764             | 77,279 | 75,764             | 77,279 | 78,825  |
| <b>Category VI</b>  |                    |        |                    |        |         |
| 42 Week             | 70,081             | 71,483 | 70,081             | 71,483 | 72,913  |

APPENDIX A  
ADMINISTRATIVE COMPENSATION CATEGORIES

Category 1

High School Principals\*  
Director of Special Education

Category II

Middle School Principals  
Director of Student Services\*\*  
Director of Financial Services  
Director of Instructional Support Programs

Category III

High School Assistant Principals  
Elementary Principals  
Director of Technology  
Principal for Beekman Center

Category IV

Middle School Assistant Principals  
Director of Alternative Education  
Special Education Supervisors  
CTE Coordinator  
Advance Path Coordinator

Category V

Director of Transportation and Distribution Services  
Elementary Assistant Principals

Category VI

Director of Public Safety

\*If Director of Student Services oversees Pupil Accounting Central Enrollment, the position shall be a Category 1 Position.