TENTATIVE AGREEMENT BETWEEN L'ANSE CREUSE PUBLIC SCHOOLS (LCPS) AND

SUPPORT SERVICES EMPLOYEES LOCAL 1594
AFSCME COUNCIL 25, AFL-CIO (LOCAL 1594)

The parties agree to extend the 2012-15 collective bargaining agreement, in its entirety through August 31, 2016 except as indicated in 1, 2, 3, 4 and 5 below. This extension includes any provision of the collective bargaining agreement or amendment thereto set to expire or reset to a previous provision on June 30, 2015, except as provided below. All such provisions will extend through August 31, 2016 and will continue to be administered in the same manner and form as they were during the period of July 1, 2012 through June 30, 2015, except as provided below.

- 1. Each step on the 2013-14 salary schedule will be reduced by 2.0% effective July 1, 2015 through August 30, 2016.
- 2. Each step on the 2013-14 salary schedule that was reduced for 2015-16 per section 1 above will be restored on August 30, 2016 to the original 2013-14 salary schedule prior to the reduction of 2.0% on July 1, 2015 and will become the status quo for 2016-17.
- 3. Steps on the salary schedule for 2015-16 will be paid on the date the agreement is ratified by both parties.
- 4. Steps on the salary schedule for 2016-17 will be paid on September 1, 2016.
- 5. A severance amount will be placed into reserve by the Board for payment to each employee upon separation of employment. The severance amount will be the 2.0% reduction for each employee as indicated in number 1 rolled up to the nearest \$50.

For example;

An employee working 2,000 hours making \$15.14 per hour will see a reduction of \$606 (\$.302 x 2,000). \$650 will be placed into reserve for pay to the employee upon separation from employment with the L'Anse Creuse Public Schools.

FOR LCPS/DATE

FOR LOCAL 1594/DATE

Carolyn

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