

LAKEVIEW SCHOOLS  
AND  
LAKEVIEW EDUCATION ASSOCIATION/MEA/NEA

2013 TENTATIVE AGREEMENT

The Lakeview Community Schools and the Lakeview Education Association have arrived at the following agreements for amendments to their 2011-2014 Master Agreement.

According to the Master Agreement, the contract can be opened when the audited unassigned fund balance is equivalent (or greater) than the percentages listed below following the given year:

- 2011-12 - 2% or greater
- 2012-13 – 3.5% or greater
- 2013-14 – 5% or greater.

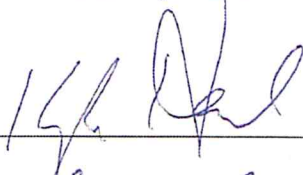
According to the 2011-12 audit, the unassigned fund balance totaled \$561,525, approximately 4.9% of the District's overall budget.

Representatives from the LEA and BOE bargaining teams met. After sharing ideas both parties have reached the following agreements.


1. All additional compensation will be based off of the individual teacher's base compensation actually paid during the 2011-12 school year.
2. LEA employees, eligible for steps, will be immediately placed on the next appropriate step. The BOE and LEA agree that only half of the step will be paid during the 2012-13 school year (i.e., the new step rate is paid for only the remaining half of the 2012-13 school year). The employees will remain on their new step and receive the full value of that step through the course of the 2013-14 school year.
3. LEA employees, not eligible for steps, will receive a one percent (1%) off-scale, lump sum payment, to be distributed prior to the end of the 2012-2013 school year. This payment is off scale and would not become a permanent salary increase.
4. LEA employees, eligible for a longevity step, would be immediately placed on the next appropriate step. The BOE and LEA agree that only half of the longevity step will be paid during the 2012-13 school year (i.e., the new step rate is paid for only the remaining half of the 2012-13 school year). The employees will remain on the new longevity step and receive the full value of that step through the course of the 2013-14 school year.
5. Article 8 number 1, in the CBA states that employees will pay 20% of the overall insurance premium beginning July 1, 2012. During our 2011 negotiations, we agreed that this would include health, dental, vision and prescription premiums. We are modifying our previous agreement to require employees to be responsible for 20% of the insurance and prescription portion only, excluding dental and vision.
6. To be eligible for the improvements in paragraphs 2-4 above, an employee must have worked for Lakeview Community Schools during the 2011-12 school year and must be still be employed by Lakeview Community Schools on the signing date of this agreement.
7. Article 7, Deductions and Agency Shop, shall remain in effect through June 30, 2017.

8. The class size provisions of the Letter of Agreement on Class Size, dated August 2, 2012, shall be in effect for the 2013-14 through 2016-17 school years.
9. The LEA reserves the right to revisit the Letter of Agreement on Class Size if student achievement and/or teacher rating are negatively affected due to larger class sizes.
10. The parties agree that should there be any *penalty or* loss of funding established by the State which would affect the District because this bargaining agreement contains provisions regarding the extension of Article 7 of the 2011-2014 Master Agreement as noted in number 7 of this Agreement, the provision(s) which cause the *penalty or* loss of funding shall be automatically null and void from start of the Agreement. Should this occur, the agreement to extend the letter of agreement on class size (originally dated March 26, 2012) shall also be null and void.

Lakeview Community Schools

  
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Date: 3/22/13

Lakeview Education Association

  
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Date: 3-22-13