

## LAES / LSD TENTATIVE AGREEMENT

(August 30, 2012)

### I. Insurance:

LAES members may select one of the following three MESSA plans:

- **MESSA Choices II**                      **\$500/\$1,000 deductible - \$20.00 OV - Saver RX**
- **MESSA HSA ABC Plan 1**              **\$1,250/\$2,500 deductible**
- **MESSA HSA ABC Plan 2**              **\$2,000/\$4,000 deductible**

The District shall pay the maximum contribution permitted under Section 3 of PA 152 of 2012 towards the medical benefit plan that is provided for LAES members as delineated above. However, in the event another bargaining unit ratifies a contract containing a reversionary clause (revert to paying 10% of their health care premium upon approval of the amendment), then LAES members shall also automatically revert to paying 10% of their health care premium. Effective July 1, 2012, there shall be no District reimbursement of out of pocket deductible costs.

For purposes of PA 152, the manner in which the total aggregate is allocated per member shall be determined by the Association using the same formula that was utilized by the LSEA. In the event that the District's aggregate contribution for the LAES bargaining unit exceeds \$5,500 Single, \$11,000 Employee and Spouse, \$15,000 Family (including Employee-Dependent), the District shall adjust the payroll deductions accordingly, but only after consultation with the LAES as to the timing of the necessary adjustments, and after giving prior written notice to the affected employees.

The annual allocated amounts delineated above shall be prorated for employees who begin work after the start of the 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 a medical benefit plan year. An open enrollment shall occur in September of 2012 to be effective November 1, 2012. However, members selecting one of the MESSA HSA plan options shall be permitted the option to defer the effective date until January 1, 2013.

Effective July 1, 2012, all employee contributions towards health insurance shall be made via payroll deduction pursuant to the District's Section 125 plan. The first deductions in September and October for health insurance shall continue to be based upon the existing 10% contribution level. Starting in September 2012 and continuing through the final payroll in June of 2013 for those on 22 pays and through the final payroll in August for those on 26 pays, additional deductions shall be made for the "catch up" contributions necessary for the months of July through October 2012, which shall be separately identified with each payroll. Starting in November 2012, the amount of the deduction for the health insurance shall be adjusted based upon the MESSA plan selected and the employer's contribution, to be deducted on a monthly basis to be spread over the first two pays of the month, through June 30, 2012. In the event that

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the District's contribution exceeds the applicable premium, the member may elect to have the excess contributed to the HSA account, in a manner to be determined after open enrollment.

There shall be no double health insurance coverage within the District. If an employee's spouse is employed by the District, only one of them may elect District provided health insurance. However, if the election of double health coverage results in a savings to the District, double health coverage shall be permitted.

Plan B benefits shall be fully funded at 90% by the District, 10% by the member. However, if any other bargaining unit contributes less than 10% of the cost of Plan B benefits, LAES members' contribution towards Plan B benefits shall be reduced to the percentage level paid by the unit paying the least amount.

## II. Cash-in-lieu:

Cash-in-lieu for new and existing cash in lieu recipients shall be increased to \$200 per month beginning November 1, 2012 provided that at least 2 LAES members who elected full family health coverage during the 2011-2012 school year (or the equivalent thereof) each select cash in lieu during the 2012/2013 school year. Cash-in-lieu shall be increased to \$300.00 per month provided that at least 3 LAES members who elected full family coverage during the 2011-2012 school year (or the equivalent thereof) each select cash in lieu during the 2012/2013 school year. For those who select cash in lieu during the open enrollment period, cash in lieu payments shall commence November 1, 2012. If the above threshold requirements are met after the open enrollment, the cash in lieu shall be increased not later than 60 days following the date the threshold was satisfied. The increase shall be retroactive to the first day of the month following the date the threshold was met.

## III. Salary Proposal:

<sup>hourly rates</sup> The salary schedule shall be increased by 2.71% effective Sept. 7, 2012. *Cassamir*  
*a Sept. 6 ratification.* *D 8/30/12* *DZ 8/30/12*

## IV. Furlough Days:

### 2012/2013 Furlough Day

There will be two furlough days during the 2012/2013 work year: the Friday before President's Day and Memorial Day. However, the second furlough day referenced in the preceding sentence (*Memorial Day*) shall only be effective if every other bargaining unit (*with the exception of LSEA and LASA*) also agrees to two automatic furlough days.

### Make-up for Reimbursed 2011-2012 Furlough Day

Each bargaining unit member of LAES will log an additional 5.5 unpaid hours during the 2012-2013 year in return for the furlough day reimbursed in June 2012.

**V. 2011-2012 Audit Excess**

LAES and its membership relinquish their rights to the "off schedule" lump sum payment detailed in the settlement for school year 2011-12 (Page 3. Bullet #2)

**VI. Bargaining/Negotiating Procedures**

The parties shall meet no later than February 1, 2013 in order to review the District's budget and financial status/circumstances. The purpose of this meeting shall be to collaboratively facilitate early commencement of the bargaining process for a successor contract well in advance of March 1, 2013.

**VII. Duration**

One-year agreement.

BOARD OF EDUCATION OF  
LANSING SCHOOL DISTRICT

LANSING ASSOCIATION OF  
EDUCATIONAL SECRETARIES (LAES)

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: Payroll & Benefits Supervisor

Its: Uni Serv Director

8/30/12

8-30-12