



## **II. Cash-in-lieu:**

Cash-in-lieu shall be increased from \$350.00 per month to \$450.00 per month provided that at least 29 LSEA 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.

## **III. Salary Proposal:**

No increase on the salary schedule. The 2010/2011 salary schedule shall become the 2012/2013 salary schedule. However, steps, lanes and off schedule stipends shall be granted as delineated below.

LSEA salaried members shall advance one step on the salary schedule (step and column/lane, where applicable) during the 2012-2013 school year. LSEA salaried members who were at the top of the salary schedule during the 2011-2012 school year shall receive a \$1,100 stipend (spread across all pays) for the 2012-2013 school year.

LSEA GSRP members shall advance one step on the salary schedule during the 2012-2013 school year. LSEA GSRP members who were at the top step of the salary schedule (i.e., step 3) during the 2011/2012 school year shall receive a \$1,100 stipend (spread across all pays) for the 2012-2013 school year.

LSEA hourly members shall advance one step on the wage schedule during the 2012/2013 school year. LSEA hourly members who were at the top step of the wage schedule (i.e., step 5) during the 2011-2012 school year shall receive a \$750 spread stipend (spread across all pays) for the 2012-2013 school year.

## **IV. Furlough Days**

A furlough day is defined as the reduction of a period of work with an agreed upon reduction in pay for this reduced work period.

If the LSD has more than 6 hours (For the purpose of this proposal 6 hours equates to one full school day) of delayed school start or cancelled school days, as is governed under the MI Revised School Code specific to the "Act of God" language, during the 2012-13 school year, the members of the LSEA shall forfeit the equivalent of 1/6 of a day's pay for each hour beyond the 6<sup>th</sup> hour through the 12<sup>th</sup> hour. The parties agree that given the anticipated loss of pay for furlough time during the 2012-2013 school year, the deduction of the one day's pay shall be deducted over either 22 or 26 pays, depending on the pay cycle selected by the applicable LSEA member.

The Act of God days applicable to this proposal are days that affect all members of the bargaining unit at the same time. It is not applicable to intermittent closures or delays for a subset of the membership (closing of a building due to water, boiler, or other reasons that are limited to less than the full district). In spirit, if the District experiences the loss of a second full day of school, due to "Act of God" issues, the LSEA members shall lose the equivalent of one day salary/pay.

If there is not a loss of instructional time resulting in a reduction of more than 6 hours of attendance of staff, the deducted wages from LSEA members shall be paid back to the effected members on the last pay in June, 2013.

The topic of "Furlough Days" sunsets with the end of the 2012-13 school year contract and must be mutually agreed to in order for this language to continue into future contract years.

**V. 2011-2012 Audit Excess**

LSEA and its membership relinquish their rights to the "off schedule" lump sum payment detailed in the settlement for school year 2011-12 (Subsection 1. Bullet #8)

**VI. Teacher Evaluation**

The teacher evaluation committee shall develop a student growth component to be incorporated into the existing evaluation tool, which shall constitute 5% of the overall final year end assessment of the individual's performance. If the component is not developed by September 25, 2012, the Superintendent shall identify the student growth component to be used during the 2012-2013 school year, following consultation with the LSEA.

**VII. Bargaining/Negotiating Procedures**

The parties shall meet no later than December 15, 2012 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.

**VIII. Duration**

One-year agreement.

BOARD OF EDUCATION OF  
LANSING SCHOOL DISTRICT

LANSING SCHOOLS EDUCATION  
ASSOCIATION (LSEA)

By: *[Signature]* <sup>JA</sup> 7/12/12  
Its: Asst. Supt.

By: *[Signature]* <sup>JA</sup>  
Its: LSEA President  
7/12/12