

TENTATIVE AGREEMENT

BETWEEN

L'ANSE CREUSE SUPPORT PERSONNEL ASSOCIATION (LCESPA)

MEA-NEA, LOCAL 1

AND

L'ANSE CREUSE PUBLIC SCHOOLS BOARD OF EDUCATION (BOARD)

The parties agree to extend the 2012-15 collective bargaining agreement, in its entirety through June 30, 2016 except as indicated in 1,2,3,4,5,6 and 7 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 indicated below. All such provisions will extend through June 30, 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 indicated below.

1. Longevity will be restored to 100% and paid on the first pay in October 2015 per contract Article XXX.
2. All bargaining unit members will move one third (1/3) step effective July 23, 2015.
3. The 2012-13 salary schedule will be reduced by 2.0% effective July 23, 2015 through June 29, 2016.
4. The 2012-13 salary schedule that was reduced by 2.0% effective July 23, 2015 as per #3 above will be increased by 2.0% on June 29, 2016 and will be the status quo for 2016-17 pending the outcome of negotiations for a successor contract.
5. A severance amount will be placed into reserve by the Board for payment to each employee upon separation of employment through a 401a. The severance amount will be the 2.0% reduction for each employee as indicated in number 3 rolled up to the nearest \$50.
For example; for an employee at \$10.65 per hour. Hourly rate reduced to \$10.43. Paid 1,515 hours x \$.22 = \$333.30 reduced. \$350.00 placed into reserve.
6. The wage reduction an employee will have as a result of five furlough days will be spread over their total number of pays remaining in 2015-16 starting with the first pay in August 2015. If there is not more than one "act of god" furlough day during 2015-16 then the 2nd "act of god" furlough day will be paid back to the employee on the last pay in June 2016.
7. If the Board of Education approves a Union ratified tentative agreement with less than a 2.0% wage concession with any of the other 4 bargaining units in the School District that expire on June 30, 2015 or set to expire on July 31, 2015 then the LCESPA may request a reopener of this tentative agreement for wages only for 2015-16. The status quo during the pendency of negotiations for the reopener of wages will be this tentative agreement and there will not be any changes to this tentative agreement absent mutual agreement and ratification by both parties.

FOR THE BOARD/DATE

 7-16-15

MICHAEL REEBER

FOR THE LCESPA/DATE

 7.21.15