

**TENTATIVE AGREEMENT
BETWEEN L'ANSE CREUSE PUBLIC SCHOOLS BOARD OF EDUCATION (BOARD)
AND
L'ANSE CREUSE ADMINISTRATORS ASSOCIATION (LCAA)**

The parties agree to extend the 2011-15 collective bargaining agreement, in its entirety through July 31, 2016, except as indicated in 1-5 below. This extension includes any provision of the collective bargaining agreement or amendment thereto set to expire or reset to a previous provision on July 31, 2015, except as provided below. All such provisions will extend through July 31, 2016 and will continue to be administered in the same manner and form as they were during the period of August 1, 2011 through July 31, 2015, except as provided below.

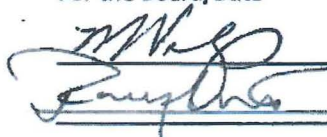
1. Incremental step movement on the salary schedule will commence prospectively effective the date both parties ratify the agreement.
2. There will not be any mileage reimbursement paid for intra-district travel for 2015-16.
3. All contractual stipends for 2015-16 will be based on the 2014-15 LCAA Salary Schedule.
4. The 3.3% concession from the 2014-15 base contract salary of each LCAA member will be rounded up to the nearest one hundred dollar and paid through a 401A account at severance of employment.
5. The 3.3% concession from the 2014-15 base contract salary of each LCAA member will be selected (by each LCAA member) from one of the three options below.

Option #1: The 3.3% concession from the reduction of base salary in equal installments.

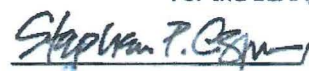
Option #2: The 3.3% concession from the suspension of the 2.5% June stipend and .8% reduction from the base salary in equal installments through July 31, 2016.

Option #3: The 3.3% concession from the reduction of longevity (equal to 2.0%) and 1.3% reduction from base salary in equal installments through July 31, 2016.

For the Board/Date

 11-16-15
 11-16-15

For the LCAA/Date

 11-16-15
 11-16-15