

NOTICE OF PUBLIC MEETING

LUDINGTON BOARD OF EDUCATION - LUDINGTON AREA SCHOOL DISTRICT

809 E. Tinkham Avenue, Ludington, Michigan 49431 – Phone 231-845-7303

This is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated on the agenda.

Mission: The Ludington Area Schools, in partnership with the community, will achieve excellence in a positive environment where motivation and quality instruction ensure learning and equip students for success in society.

MEETING: Special Meeting

DATE: May 3, 2019

TIME: 7:00 AM

PLACE: Ludington Area Schools Administration Office, 809 E. Tinkham Avenue, Ludington

SPECIAL MEETING

1. CALL TO ORDER

☐ Steve Carlson ☐ Bret Autrey ☐ Mike Nagle ☐ Stephanie Reed ☐ Josh Snyder ☐ Leona Ashley ☐ Scott Foster

2. AGENDA MODIFICATION

3. CITIZEN PARTICIPATION

4. DISCUSSION ITEMS

a. Ratification of Ludington Educational Support Personnel Association (LESPA) Contract 2019-2020

5. ACTION ITEMS

a. Ratification of Ludington Educational Support Personnel Association (LESPA) Contract 2019-2020

6. OTHER ITEMS OF BUSINESS & ANNOUNCEMENTS

7. ADJOURNMENT

Official minutes of the Ludington Board of Education are available for public inspection during normal business hours at the Board of Education's Central Business Office, 809 E. Tinkham Avenue, Ludington, Michigan. The Ludington Area School District is an equal opportunity employer and provider. If you are an individual with a disability who is in need of special accommodations to attend or participate in a public meeting please contact Superintendent Jason J. Kennedy at 231-845-7303 at least 24 hours prior to the meeting or as soon as possible.

Memorandum - Office of the Superintendent

TO: Board of Education ☑
FROM: Jason Kennedy, Superintendent
RE: Meeting Agenda Notes

ACTION ITEM

Approval of Ludington Educational Support Personnel Association (LESPA) Contract

We have reached an agreement with collective bargaining team of the Ludington Educational Support Personnel Association (LESPA). I recommend that you approve the LESPA Master Bargaining Agreement as negotiated for the 2019-2020 contract year.

Contract Changes Include:

Section 6.1

Rates of Pay

The Board agrees to apply a 2.0% on schedule increase to the salary schedule for the 2019 - 2020 school year.

Section 6.6

Advancement on Step

Step increases will be granted to employees per current contract language in Section 6.6.

Section 8.2 - Probationary Period

Add the following sentence to this section: "Paid leave time becomes available to employees at the completion of the probationary period."

Section 11.5 - Sick Leave

Modify the following language on Accumulated Sick Leave:

All paid leaves of absence qualify as eligible paid leave under the Paid Medical Leave Act. Leave time shall be used in either full days or half days, based on an employee's regularly scheduled hours.

Upon retirement, for each accumulated sick day, the employee will be reimbursed within 30 days of her/his last day worked at the following rates:

0-90 days at \$30 per day

91 and above at \$45 per day

Section 13 - Vacation Benefits

The last paragraph specifies that full-time, full-year employees are given vacation days on their anniversary date. This applies to only seven (7) staff that receive vacation days, while all other staff are given paid leave to align with the fiscal year (sick, personal).

This new language will prorate vacation time when an employee starts, and then award vacation at the start of the fiscal year, just like sick and personal time are.

Section 13 - Retirement Benefits

Upon retirement from the Ludington Area School District, a retiree will be given retirement pay according to the following schedule for years of service to be deposited into a tax sheltered plan or paid as cash in lieu.

- 1) One (1) time payment of \$500 for employees with less than fifteen (15) years of service to LASD at the time of retirement;
- 2) One (1) time payment of \$1000 for employees with less than twenty-five (25) years of service to LASD at the time of retirement;
- 3) One (1) time payment of \$1,500 for employees with greater than twenty-five (25) years of service to LASD at the time of retirement.
- 4) Employees will only qualify for one (1) retirement payment, as outlined above, at the time of retirement. In order to qualify for this benefit, an employee must inform the Superintendent of her/his retirement in writing no later than the last day of the trimester prior to the employee's final trimester of service.

Section 15.1 - Bus Drivers' Rights and Responsibilities

Item F - Replace the last sentence with the following: "If all bus drivers should pass on the same trip, substitute drivers may be offered the trip. If no regular or substitute drivers take the trip, drivers with the least seniority will be required to take the trip."

Section 21.7 - Summer Work

Add the following language: "The hourly rate paid for an employee volunteering or qualifying for spring break or summer employment will be the higher of his/her regular rate, or \$14.00 per hour.