**AGREEMENT BETWEEN THE**

**LANSING SUPERINTENDENT OF SCHOOLS**

**AND**

**LANSING ADMINISTRATOR MEMBERS’ AND SUPERVISORS ORGANIZATION**

**July 1, 2022 through June 30, 2025**

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# Preamble

The Lansing Central School District, hereinafter referred to as the "District," and the Lansing Administrator Members' and Supervisors' Organization, hereinafter referred to as "LASO," declare that it is our mutual goal and function to strive for the finest possible education for the children of the Lansing Central School District. It is toward that end that the District and LASO enter into this collective bargaining agreement.

# Article I – Recognition

The Board of Education of the Lansing Central School District hereby recognizes the Lansing Administrator Members' and Supervisors' Organization as the exclusive negotiating agent and representative for all of the Administrator**s** and Supervisors in the organization as set forth below.

It is mutually agreed that the bargaining unit shall include those positions whose job titles are listed below or whose duties and responsibilities are equivalent to those listed:

High School Principal

Middle School Principal

Elementary School Principal

Assistant Principal/Athletic Director

Elementary Assistant Principal

Director of Curriculum, Instruction and Assessment

Head Bus Driver

Director of Facilities

Director of Special Services and Grants

Head Cook

Director of Athletics and Dean of Students

Technology Supervisor

Director of Informational and Instructional Technology

Individuals who are employed in titles covered under this Recognition Clause are bound by the terms and conditions outlined within the CBA.

The District agrees to negotiate exclusively with LASO and agrees not to negotiate with any Administrator**s’** or Supervisors' organization other than LASO.

LASO affirms that it does not assert the right to strike against the District; to assist in any such strike; or to impose an obligation to conduct, assist, or participate in such a strike.

An Employees’ work year will be either twelve (12) months (260 days) or eleven (11) months (230 days), both inclusive of holidays in the administrative calendar. The work year for a particular position will be determined at the time of hire and will follow the administrative calendar.

All positions listed in the recognition clause are twelve-month positions except the position of Head Cook. The position of Head Cook is an eleven-month position, expected to work two hundred and thirty (230) days per year. The schedule of days worked each year by the Head Cook shall be determined through consultation with the Business Administrator.

# Article II – Negotiations

1. The District and Association shall begin negotiations for a successor agreement no later than February 1st of the final year of the Contract Agreement.
2. Negotiating teams for the District and the Association shall be authorized by their respective governing bodies to enter into tentative agreements.
3. Tentative agreements reached by the negotiating teams shall be submitted in writing to the Board of Education and the Association for approval/ratification.
4. The District agrees to furnish to the negotiating team of the Association in accordance with reasonable requests, all available information concerning financial resources of the District, tentative budgetary decisions or work documents for decision-making, and other information related to the terms and conditions of employment of District staff.
5. Negotiating sessions shall be scheduled at times mutually agreeable by the parties.
6. Upon mutual consent, the parties agree to adjust the terms and conditions of any Unit member during the duration of the collective bargaining agreement.

# Article III – Leaves

1. Paid Leaves
	1. Sick Leave

The Board of Education shall grant each Employeea total of one and one half (1.5) days of absence each month worked for personal illness or family illness.

Any unused portion of such sick leave shall accumulate over the years without restriction.

The Board of Education reserves the right to extend sick leave, in the case of long-term service to the District, to an Employee who may exhaust the employee’s normal agreed upon quantity.

Allotted sick days shall be credited to each Employee after the employeehas worked at least one (1) full day in the applicable school year. An Employee who has used more days than the employeehas earned, and who leaves employment with the District, shall have such days deducted from the employee’s final paycheck.

Upon suspicion of abuse, the Superintendent may request written medical proof. Any reasonable out-of-pocket costs for obtaining this proof shall be reimbursed by the District.

* 1. Personal or Emergency Leave

All Employees shall be permitted five (5) days of leave per year for business, personal, or immediate family emergencies which cannot be attended to except during school hours. It is not the intent that these days be used for recreational purposes. At the end of each school year, a maximum of two unused personal days shall be added to the Employee’s accumulated sick leave. The remaining unused personal days shall be forfeited.

* 1. Death in the Family

In the event of death in the family of an Employee, that Employee shall be granted up to five (5) days leave, per death; exclusive of sick leave.

* 1. Vacation
		1. All twelve-month Employees shall be awarded twenty (20) days of vacation annually on July 1st. The vacation leave benefit for an Employee employed in an eleven-month position shall be prorated.
		2. Employees may carry over ten (10) vacation days into the next fiscal year. Employees may elect to sell back up to four (4) of their carry over days by giving the District notice of this election by May 31st. The number of vacation days shall not exceed thirty (30).
		3. In the event of severance from District employment for any reason, Employees shall be paid for unused vacation days at the per diem rate. This money will be deposited in a non-elective 403(b). If the severance occurs before June 30th, vacation days for the purpose of calculating any “pay back” to the District, will be considered to have been earned at the rate of 1/12 of the total allocation per month.
		4. Employees will make every effort to take vacation time when school is not in session, with the exception of the Director of Facilities.
		5. The days that the District is closed because of a national or state holiday or for any other reason shall not be charged against an Employee’s vacation.
	2. Deduction of Pay

Pay will be deducted for any unauthorized leave.

1. Unpaid Leaves
	1. Personal Leave Without Pay

A leave of absence without pay or increment may be granted to an Employee at the discretion of the Board in cases of special need.

* 1. Parenting Leave
		1. An Employee who anticipates becoming a parent and anticipates leave related to such event shall, within 90 days of becoming aware of the likelihood of such event, notify the Board in writing. Earlier notification would be appreciated.
		2. An Employee who anticipates becoming a parent may request parenting leave after the Employee notifies the Board as set forth above.
		3. Under normal circumstances, an Employee shall notify the Board at least sixty (60) days prior to the taking of parenting leave. Under normal circumstances, an Employee shall notify the Board at least sixty (60) days prior to returning from parenting leave. If possible, return from such leave will be coordinated to occur at a normal break in the school year (beginning of a new school year or semester.)
		4. For non-tenured Employee, parenting leave shall be an interruption of the probationary period and not in lieu of service in meeting the requirement for serving a probationary period.
		5. Such leave shall continue for a period not exceeding fifteen months from the date of birth or from the date a child is placed with the Employee in anticipation of adoption. An Employee will not accumulate additional sick leave days during parenting leave.
		6. To the extent any of the foregoing provisions are in conflict with any provisions of federal or state law which may not be modified by contract between the parties, the provisions of the federal or state law shall govern.
	2. Disability Leave
		1. If an Employee leaves work due to physical disability, the Employee shall be entitled to apply his or her accumulated sick leave to the time he or she is absent due to this disability.

A pregnant Employee may continue working as late as the employee desires in the pregnancy provided that the employee is physically able to perform the employee’s duties.

* + 1. Pregnancy will be treated as any other temporary disability for all job-related purposes. Those employees disabled due to pregnancy may use the sick leave benefits for which they were eligible during the period of disability. Only the rules that govern general sick leave and general disability leave shall govern pregnancy.
1. Resumption of Benefits After Leave

All benefits to which an Employee was entitled at the time the employee’s leave of absence commenced, including unused accumulated sick leave will be restored to the employee upon the employee return, and the employee will be assigned to the same position which the employee held at the time said leave commenced.

1. Request for Extension of Leave

All requests and grants of extension or renewals of leave will be in writing.

# Article IV - Changes in Organizational Structure

The Superintendent shall notify LASO when changes in the organizational structure of the District which would result in an addition to or reduction of positions represented by LASO.

LASO, consistent with statutory provisions, reserves the right to demand impact bargaining on any changes affecting the terms and conditions for employment of Employees which are subject to mandatory bargaining.

# Article V - Employee Rights

1. Personnel File
	1. The District shall maintain one (1) personnel file for each Employee which shall be located in the Office of the Superintendent.
	2. All documentation on the performance of the Employee and any disciplinary or counseling action taken by the District shall be filed only in the personnel file. Employees shall indicate on the document their knowledge that it is being placed in the personnel file.
	3. An Employee shall be given access to the personnel file within 24 hours.
	4. An Employee shall be permitted to place in the personnel files written comments on any material placed in the file.
2. Representation
	1. The District shall notify the LASO President when an Employee is notified that the employee is being investigated based on a complaint from a student, staff member, parent, or member of the community.
	2. An Employee will be advised of the subject content of a scheduled meeting that could result in disciplinary action.
	3. An Employee shall have the right to have a LASO or SAANYS representative present at any meeting.
3. Due Process-Certified Probationary Employees
	1. In addition to statutory procedural protections, certified probationary administrators shall be granted the opportunity to appear before the Board of Education in executive session in the event that the Superintendent has recommended the termination of the probationary Employee for either discipline, budgetary, or programmatic reasons. Employees have the right to be represented at this meeting by LASO and/or SAANYS representatives.
4. Due Process-Civil Service Permanent Employees
	1. In addition to statutory procedural protections, civil service permanent, competitive employees and eligible non-competitive employees shall be permitted to exercise the terms and conditions of Article VI of this Agreement in the event the District acts to involuntarily terminate or discipline a Unit member.
	2. Charges against the Employee shall be substantive, detailed, and specific and termination must be predicated on the initial charges.

# Article VI - Grievance Procedure

**And Resolution Of Association-Board Disagreements**

1. Purpose

It is the purpose of this procedure to secure, at the lowest possible level, equitable solutions of alleged grievances of an Employee and to provide for resolution of disagreement between the two parties to this agreement.

1. Definitions

A grievance is an alleged violation of a specific article or section of this agreement.

1. Procedures
	1. An Employee who has a grievance may, if he/she wishes, ask LASO to assist the employee, to advise the employee, or to represent the employee at any stage in the adjustment of the employee grievance.
	2. An Employee who has a grievance may, if the employee wishes, ask LASO or other representative to assist the employee, to advise the employee, or to represent the employee, or to refrain, at any stage in the adjustment of the grievance.
	3. The Board and LASO agree to facilitate any investigation which may be required and to make available relevant documents and records concerning the alleged grievance.
	4. All documents and records dealing with the processing of a grievance shall be preserved.
2. Time Limits
	1. The time limits specified in this article may be extended only by mutual agreement. The term "days" refers to business days.
	2. All alleged grievances shall be brought to the attention of the Superintendent by any aggrieved party within thirty (30) days of the time the aggrieved party knew of the act or conditions involved.
	3. If the decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this agreement will be barred.
3. Stages of the Procedure
	1. Grievance

Any aggrieved party will discuss its alleged grievance with the Superintendent with the objective of resolving the matter informally. If the grievance is not resolved informally or if the aggrieved party wishes to appeal the decision of the Superintendent, the aggrieved party will proceed as follows:

* 1. Stage 1

The aggrieved party will present in written form the matter of grievance to the Superintendent. The written report shall include the names of all persons relevant to the alleged grievance, the times and places involved, a general statement of the nature of the grievance, the redress sought by the aggrieved party. The Superintendent shall render a written decision on the grievance within five (5) days after receipt of the complaint. If an appeal from the Superintendent's decision is desired, such appeal must be requested in writing to the Superintendent of Schools within five (5) days of the decision.

* 1. Stage 2

If the aggrieved party is not satisfied with the decision at Stage I, an appeal shall be filed in writing with the Board within three (3) days after the decision at Stage

* + 1. The Board shall hold a hearing on the grievance in executive session to include parties of interest within thirty (30) days of receipt of the written appeal. The Board shall render a decision, in writing, on the grievance within five (5) days of the hearing.
	1. Stage 3 (Arbitration Stage)
		1. After such hearing, if the Employee or LASO are not satisfied with the decision at the Board stage, and LASO determines that the grievance is meritorious, it may submit the grievance to arbitration by written notice to the Board of Education within fifteen (15) days of the decision at the Board stage.
		2. Within ten (10) days after such written notice of submission to arbitration, the Board of Education and LASO will agree upon a mutually acceptable arbitrator competent in the area of grievance and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
		3. The selected arbitrator will hear the matter promptly and will issue the decision no later than thirty (30) calendar days from the date of the close of the hearing, or if oral hearings have been waived, then from the date of the final statements and proofs that have been submitted to the arbitrator. The arbitrator's decision will be in writing and will set forth thefindings of fact, reasoning, and conclusions on the Issues.
		4. The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law which is violative of the terms of this Agreement.
		5. The decision of the arbitrator shall be final and binding upon all parties.
		6. The costs for the services of the arbitrator will be borne equally by the Board of Education and LASO.

# Article VII Salary, Reimbursements, And Fringe Benefits

1. Salary
	1. Employees shall have their base salary increased as follows:

School year 2022-2023: 4.25% added to 2021-2022 base salary

School year 2023-2024: $5,000.00 added to base salary

School year 2024-2025: 4.25% added to 2023-2024 base salary

* 1. Employees shall receive longevity payments in accordance with the following schedule:

After the completion of 5 years: $1,000

After the completion of 10 years: $1,500

After the completion of 15 years: $2,000

After the completion of 20 years: $2,500

“Years” shall mean consecutive years of service in the District. Payment shall be made within thirty (30) days of the employee’s completion of the applicable years of service. Longevity payments shall not be added to the employee’s base salary.

1. Conference Expenses

An Employee attending professional conferences shall be compensated in the following manner:

* 1. The District will cover reasonable expenses for meals and lodging in full for all conferences, which have been approved.
	2. Registration fees.
	3. Travel: Mileage at the I.R.S. reimbursement rate to any conference in New York State: airline or bus or train fare to any conference in New York State; up to seven hundred dollars ($700) to a conference outside New York State with advanced approval by the Superintendent.

Note: Only expense vouchers accompanied by receipts will be reimbursed by the District Office.

1. Health Insurance
	1. Active Employees will contribute the following rates for health insurance coverage under the health insurance plan as provided for by the T.S.T. Health Consortium or a substantial equivalent.

|  |  |  |
| --- | --- | --- |
|  | Individual | Family |
|  | 20% | 20% |

Effective July 1, 2022, the primary Major Medical Plan shall be Excellus Classic Blue or its equivalent. Individuals wishing to participate in the Excellus Platinum Plan may notify the business office of this designation during open enrollment. Once designated, the ability to select a different level of coverage is governed by the Plan document. As of July 1, 2022, an employee participating in a Platinum Plan may not elect to participate in a Classic Blue Plan or any higher plan.

* 1. The prescription drug co-payment shall be three-tier: $0 Tier I drugs, $10 Tier II drugs, and $25 Tier III drugs.

Health insurance major medical deductibles shall be $150/$450.

* 1. Effective July 1, 2018, active Employees who retire under the terms of this Agreement, and pursuant to their respective retirement system, the health insurance eligibility and contributions after retirement shall be:

 *Less than* *six (6) years of service with the District –* COBRA will apply.

*Six (6) years to* eleven (11) *years of service with the District –* Retirees can buy insurance by contributing 50% of the premium payments.

*Twelve (12) years to* nineteen (19) *years of service with the District –*Retirees can buy insurance by contributing 25% of the premium payments.

*Twenty (20) or more years of service with the District -* Retirees can buy insurance by contributing the same rate toward premium payments that the unit member paid for active coverage on the final day of service before retirement.

* 1. Beginning on July 1, 2003, bargaining Employees who qualify for health insurance after retirement will continue for their lifetime the cost-sharing that is in effect on their final day of work before retirement.

Employees may notify the District at the time of retirement of their desire to opt out of participation in the District’s health insurance program as a retiree. Any employee so notifying the District shall receive a one-time payment of fifteen thousand dollars ($15,000.00). Once making this notification, the employee is not able to participate in the District’s health insurance program at any future date.

It is understood that if Employee invokes this provision, the Employee may not also invoke paragraph 6, below.

* 1. Any Employee who does not participate in the District health insurance plan will receive an annual stipend of $2,000. Individuals who do opt out may opt back into the District plan each year during the July open enrollment period. Individuals who have opted out may opt back in during the course of a fiscal year only when there has been a life-altering event.
	2. Any Employee, with ten or more years of service to the District may, upon retirement, sign a waiver of District health insurance at Medicare eligibility for both the member and spouse and receive a one-time stipend of $20,000 deposited into a non-elective 403 (b) retirement plan. The employee must notify the District of his/her intent to retire by February 1st of the fiscal year prior to the employee’s planned retirement in order to receive this benefit. The Superintendent may extend this date at the Superintendent’s discretion.

It is understood that if Employee invokes this provision, the Employee may not also invoke paragraph 4, above.

1. Dental Insurance

The District shall contribute a maximum of $1,000.00 per school year towards the cost of dental insurance premiums on behalf of each Employee participating in the dental insurance program.

1. Eligibility Rules for Health and Dental Insurance
	1. Unless the carrier then providing insurance coverage for the District requires otherwise, the following provisions shall apply:
		1. Coverage for the newly hired Employees shall become effective on the date the employee's appointment is effective.
		2. Coverage for employees who enroll or change enrollment at a time after their date of initial hire will become effective on the first day of the month following enrollment.
		3. Eligible participating employees will be continued in the plan until participation is withdrawn in writing.
		4. Where circumstances warrant, the Superintendent may waive one or more of the above requirements.
	2. If the carrier's requirements are more restrictive, they shall supersede the requirements listed in item "D-1."
2. Personal Injury Benefits
	1. Whenever an Employee is absent from their employment or unable to perform their duties as a result of accident or injury occurring in the course of employment, the Employee will be paid eighty percent (80%) of their full salary (less the amount of any workers’ compensation award made in lieu of salary for temporary disability due to said accident tor injury) for the period of absence not exceeding six months.

In cases where an Employee is absent from their employment or unable to perform their duties as a result of assault occurring in the course of employment, the Employee will be paid one-hundred percent (100%) of their salary (less the amount of any workers’ compensation award made in lieu of salary for temporary disability due to said accident or injury) for the period of absence not exceeding six months. The determination as to whether there has been an assault will be made by the District on a case-by-case basis and such determination shall not be subject to the grievance procedure.

* 1. The District will reimburse an Employee for the cost of medical, hospital, prescription and therapeutic services (less the amount of any insurance reimbursement) necessitated by any injury or assault sustained while the Employee is acting in the discharge of his/her duties within the scope of his/her employment or under the direction of the Board or its agents.
	2. Association members shall report within 72 hours any incident where they believe they have been assaulted by a student, staff member, parent, or member of the community in connection with their employment during their work day or while eon school business to the Superintendent. The Superintendent shall acknowledge receipt of such report and shall report this information to the Board and Association President.
	3. Upon submission of a valid claim form, the District shall replace or repair dentures, eyeglasses, hearing aids or similar bodily appurtenances, and clothing or other personal property damaged, destroyed, or lost as a result of an assault upon an Employee or their property when such assault occurred during the regular work day or while on school business. The District shall pay only those costs not covered by insurance and the maximum amount per incident shall be $1000.
1. Flexible Spending Plan

The District will set up and maintain the BC&S Associates Best Flex Spending Program or an equivalent plan with the same features offered by such plan. Such plan shall be limited to medical care reimbursement and dependent care reimbursement.

The District will pay all administrative costs associated with the Medical Care Reimbursement Account and the Dependent Care Reimbursement Account.

H. Per Diem Rate

In the event that the parties agree to additional compensation at a “per diem rate” or if there is to be a repayment to the District by an Employee based on a “per diem amount,” the calculation of the per diem rate/amount for twelve (12) month employees will be 1/240th of the Employee’s annual base rate and for eleven (11) month employee(s) it will be 1/220th of the unit member’s annual base rate. This section is not meant to supersede any of the compensation otherwise set forth in the agreement, which sets forth the agreed upon amounts at something other than a “per diem” rate.

**I. *Life and Disability Insurance.*** Employees may submit requests for reimbursement, together with proof of payment, for costs associated with life and/or disability insurance benefits. The maximum amount that will be reimbursed per employee per school year is one thousand dollars ($1,000.00). Proof of payment must be provided to the business office by June 1, and will be paid in a one time lump sum payment by June 30th.

# Article VIII - Professional Development

1. Each Employee will be eligible, annually, to receive reimbursement for graduate course tuition up to six (6) graduate credits to be paid at the SUNY rate or one thousand dollars ($1,000.00) for professional development. The graduate courses and professional development must be pre-approved by the Superintendent.

B. Employees may submit requests for reimbursement, together with proof of payment, for costs associated with membership in professional organizations. The maximum amount that will be reimbursed per employee per school year is five hundred dollars ($500.00). Reimbursement will not be provided for membership in the School Administrators’ Association of New York State.

# ARTICLE IX - Miscellaneous Provisions

## Scope of This Agreement

With regard to items not specifically covered in this agreement, it is the intent of both parties to preserve prior rights and conditions of employment as embodied in existing District policy, prior resolutions of the Board of Education, or past practice.

## No Reprisals

There will be no reprisals of any kind taken against any employee by reason of theirmembership in LASO or participation in any of its activities which are legal and in conformity with the provisions of this contract.

## Negotiation of Matters Not Specified

With respect to matters not covered by this contract which are mandatory subjects for collective negotiations under the law, the District agrees it will make no changes without appropriate prior negotiations with LASO.

## Dues Deduction

1. Authorization of Dues Deduction

The Board of Education of Lansing Central School District agrees to deduct, from the salaries of its employees, dues for the Lansing Administrator Members' and Supervisors' Organization and constitutionally affiliated organizations, as said Unit Members individually and voluntarily authorize the Board to deduct and transmit the monies promptly to the Association treasurer. Unit Members’ authorizations shall be in writing.

1. Indemnity and Save Harmless

The Association agrees to save and hold harmless the Board of Education and the Superintendent for any and all damages and liabilities including expenses of litigation claimed by any member of the unit as identified in the recognition clause after dues have been properly collected and distributed to the Association.

## Accumulated Sick Leave Cash-In

Any Employee who retires from the District with a minimum of eight (8) years of employment with the Lansing Central School District shall be permitted to cash-in unused sick days according to the chart below. The cash-out shall be paid as a non-elective contribution to the employee’s 403(b) account.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Years of District Service | Required minimum number of Accumulated Sick Days | Retirement Bonus | Possible Accumulation Beyond Minimum | Bonus For additional Days at $100 Daily Rate | Total Retirement Bonus |
| 8 | 60 | $20,000 | 0 | $0  | $20,000 |
| 9 | 60 | $20,000 | 0 | $0  | $20,000 |
| 10 | 60 | $20,000 | 0 | $0  | $20,000 |
| 11 | 60 | $20,000 | 0 | $0  | $20,000 |
| 12 | 70 | $20,000 | 20 | $2,000  | $22,000 |
| 13 | 70 | $20,000 | 30 | $3,000  | $23,000 |
| 14 | 70 | $20,000 | 40 | $4,000  | $24,000 |
| 15 | 70 | $20,000 | 50 | $5,000  | $25,000 |
| 16 | 80 | $21,000 | 60 | $6,000  | $27,000 |
| 17 | 80 | $22,000 | 65 | $6,500  | $28,500 |
| 18 | 80 | $23,000 | 70 | $7,000  | $30,000 |
| 19 | 80 | $24,000 | 70 | $7,000  | $31,000 |
| 20 | 85 | $25,000 | 75 | $7,500  | $32,500 |
| 21 | 85 | $26,000 | 65 | $6,500  | $32,500 |
| 22 | 90 | $27,000 | 60 | $6,000  | $33,000 |
| 23 | 90 | $28,000 | 55 | $5,500  | $33,500 |
| 24 | 95 | $29,000 | 50 | $5,000  | $34,000 |
| 25 | 100 | $30,000 | 45 | $4,500  | $34,500 |
| 26 | 105 | $31,000 | 40 | $4,000  | $35,000 |
| 27 | 110 | $32,000 | 35 | $3,500  | $35,500 |
| 28 | 115 | $33,000 | 30 | $3,000  | $36,000 |
| 29 | 120 | $34,000 | 25 | $2,500  | $36,500 |
| 30 | 125 | $35,000 | 20 | $2,000  | $37,000 |
| 31+ | 150 | $40,000 | 0 | $0  | $40,000 |

## F. Technology Stipend

The District will provide a One Thousand Dollar ($1,000) annual allowance to each Employee prorated and paid through the District’s usual payroll process. This allowance is to assist with the expense of the Employee’s personal technology including but not limited to internet access, computer, cell phone usage including cellular data plan. It is understood that Employees shall carry a phone with data plan so that emails and texts can be received on their person at all times while on duty. The Supervisor of Buildings and Grounds shall not be required to have a phone with a data plan and the District will provide the individual in that title with a monthly stipend covering the cost of the phone.

## G. Additional Group Benefits

The Superintendent and Association President shall appoint two persons each to meet as a joint committee to review Association proposals for additional group benefits presented during the bargaining process. The joint committee shall present to the Superintendent a recommendation by February 1, 2011. The negotiating teams shall then meet to bargain for any additions benefits to the collective bargaining agreement.

***H. Tuition Waiver***

Employees who reside outside of the District's boundaries may elect to have their child/children attend school in the Lansing Central School District without the payment of tuition. Additionally, if an administrator dies while working at LCSD and the employee’s child/children are attending LCSD, the children will be allowed to continue attending LCSD without paying tuition until the child/children graduates from LCSD. If the non-resident children have a break in enrollment at LCSD they are no longer eligible to attend LCSD as non-resident children. If the non-resident children require extraordinary services, the tuition charged will not exceed the tuition rate established by the Board of Education for non-residents.

Transportation is not provided for non-resident Employees’ children.

***I. Inclement Weather/Emergency Closures.***

On days when school is closed due to inclement weather or other emergency, administrators and supervisors shall report to work unless advised otherwise by the Superintendent.

***J. 457(b) IRA Contributions.***

The District shall afford Employees the ability to participate in an Internal Revenue Code Section 457(b) Plan.

# Article X - Duration of Agreement

The term of this agreement shall be for three (3) years from July 1, 2022 through June 30, 2025.

It is agreed by and between the parties that any provisions of this agreement requiring legislative active to permit its implementation, by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

# AGREEMENT

Michael Lockwood Chris Pettograsso

President Superintendent

For the Association For the District

Date Date