

Ludington Area Schools
Board of Education
Meeting Minutes May 3, 2019

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 School District, in partnership with parents and community, will educate and empower students to adapt and succeed in their future.

SPECIAL MEETING:

- I. Call to Order - President Carlson called the meeting to order at 7:00 a.m. in the Administration Office Building, 809 East Tinkham Avenue, Ludington, MI 49431.
Members Present: Steve Carlson, Bret Autrey, Mike Nagle, Stephanie Reed, Josh Snyder, Leona Ashley, Scott Foster
Members Absent: None
- II. Agenda Modification – None to report.
- III. Citizen Participation – None heard.
- IV. Discussion Items

- A. Mr. Jason Kennedy discussed the LESPA Contract 2019-2020 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

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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.

One (1) time payment of \$500 for employees with less than fifteen (15) years of service to LASD at the time of retirement;

One (1) time payment of \$1000 for employees with less than twenty-five (25) years of service to LASD at the time of retirement;

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.

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.

- V. Action Items
 - A. Motion by Autrey, supported by Reed, to approve the LESPA Contract 2019-2020 as written and presented. Ayes: All. Nays: None. Motion: Carries.
- VI. Other Items of Business and Announcements ~ None to report.
- VII. Adjournment - Motion by Autrey, supported by Nagle, to adjourn the meeting at 7:12 a.m. Ayes: All. Nays: None. Motion: Carries.



Michael W. Nagle, Secretary, Board of Education

Approved 5/20/19

(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. Phone 231-845-7303.)
The Ludington Area School District is an equal opportunity employer and provider.