



**LEBANON COMMUNITY SCHOOL DISTRICT
SPECIAL SCHOOL BOARD MEETING
JANUARY 28, 2021, 6:00 PM**

ZOOM MEETING

DISTRICT GOALS: Improve Student Achievement, K-3 Literacy, On-Time Graduation

MEETING AGENDA

1. WELCOME

- A. Call to Order
- B. Flag Salute

2. APPROVAL OF LEA 2020-23 CONTRACT ADDENDUM (MOU), pg. 2 Action: Approval Requested

3. APPROVAL OF LESPA 2020-23 CONTRACT ADDENDUM (MOU), pg. 4 Action: Approval Requested

4. ADJOURNMENT

Upcoming meeting dates:

February 11, 2021 - Regular Meeting

March 11, 2021 – Regular Meeting

Memorandum of Understanding Between Lebanon Community School District (LCSD or ‘The District’) and Lebanon Education Association (LEA)

re: Settlement of the 2020–2023 Collective Bargaining Agreement

Whereas, the Association, in making this offer, is making an ‘offer to settle’ the entirety of the Collective Bargaining Agreement; The parties hereby agree to the following amendments to the 2017-2020 Collective Bargaining Agreement:

1. Article 21 “Fair Share Agreement” shall be struck from the collective bargaining agreement in its entirety and Article 20 “Dues and Payroll Deductions” and Article 23 “Association Rights” shall be updated in accordance with the 2019 *PECBA Changes Act* and the 2018 *Janus vs. AFSCME* decision.
2. All certified employees shall have their annual salary increased as follows:
 - a. 2020-2021 -1.5%
 - b. 2021-2022 -2.0%
 - c. 2022-2023 - 2.0%
3. All employees shall advance on any applicable step or column. TA
4. The following phrases shall be added to Article 22.A. “Insurance Program”
 - a. 2020-21: The District shall continue to contribute up to \$1,175 per month towards the employee’s insurance premium
 - b. 2021-2022: The District will contribute up to \$1,275 per month towards the employee’s insurance premium.
 - c. 2022-2023 The District will contribute up to \$1,340 per month towards the employee’s insurance premium.
 - d. Employees who can provide...may elect to opt-out of District offered medical insurance plans and receive 50% of the unused contribution cap into HRA or a HRA-VEBA plan that allows access prior to retirement/ separation from the District beginning in the 2021-22 school year. (Specific language to be modified based on the final program information)
5. The District agrees to settle some remaining language issues through the MOU process in 2021-22, and fold those agreements into the next open contract in 2024.
6. Article 29.F.5. “Salary Schedule” shall include the following change:
 - a. Special Education teachers will receive 10 additional paperwork days and both Special Education teachers and Speech Language Pathologists will receive an additional \$2,000 stipend.
7. Any settlement on financial language will be paid retroactively if the contract is settled after the September payday (Paid across remaining paychecks)

- 8. Article 5.C. shall be modified as follows:
 - a. ... There will be four parent teacher conference days...
- 9. Article 6.C.1 shall be modified as follows:
 - a. All full-time teachers shall receive a minimum of 240 minutes of uninterrupted prep time per normal work week (5 full work days in a week), and prep time shall be prorated in non-normal work weeks (less than 5 full work days in week) which includes a minimum of 30 minutes per day. Prep time will be assigned in blocks of no less than 30 minutes per day. Prep time shall only be considered uninterrupted if it is clearly scheduled and identified as prep time, the teacher has no duties or expectations to monitor/ transport/ pick up students, and attend meetings or be available to meet with others.
 - b. Elementary:
 - i. A Minimum of 90 minutes of the allocated 240 minutes of weekly prep time shall occur within the student contract day in all elementary schools, including secondary school levels where members teach in self-contained classrooms in the 2020-21 school year. The District shall make every reasonable effort to increase said amount to 120 minutes beginning in the 2021-22 school year.
 - ii. In addition, all full time elementary teachers and self contained secondary teachers shall receive 120 minutes of uninterrupted prep time per month on one or two early release days.
 - c. Secondary:
 - i. All secondary teachers with multiple periods will receive 1 full prep period daily on regular school days. The totality of these prep periods will meet the expectation of the full 240 minutes per normal week.

SIGNATURES FOR THE DISTRICT/FOR THE ASSOCIATION

 Association President

 Date

 District Representative

 Date

Memorandum of Understanding Between Lebanon Community School District (LCSD or ‘The District’) and Lebanon Education Support Professionals Association (LESPA)

re: Settlement of the 2020-2023 Collective Bargaining Agreement

Whereas, the Association, in making this offer, is making an ‘offer to settle’ the entirety of the Collective Bargaining Agreement;

The parties hereby agree to the following amendments to the 2018-2020 Collective Bargaining Agreement:

1. The School District contribution to Health Insurance shall be equivalent to the amount negotiated between The Lebanon Education Association and LCSD in their simultaneously bargained successor agreement. (see below)
 - a. 2020-21: The District will contribute up to \$1,175 per month towards the employee’s insurance premium.
 - b. 2021-2022: The District will contribute up to \$ 1,275 per month towards the employee’s insurance premium.
 - c. 2022-2023: The District will contribute up to \$ 1,340 per month towards the employee’s insurance premium.

2. Employees who can provide...may elect to opt-out of District offered medical insurance plans and receive 50% of the unused contribution cap into a HRA or a HRA VEBA plan that allows access prior to retirement/ separation from the District beginning in the 2021-2022 school year, equivalent to what is negotiated between The Lebanon Education Association and LCSD in their simultaneously bargained successor agreement. (Specific language to be modified based on the final program information)

3. The district agrees to settle some remaining language issues through the MOU process in 2021-22 and fold into the next open contract in 2024.

4. All ESPs shall have their hourly wage increased by the percentages listed below. all employees shall advance on any applicable step, level or increment.
 - a. 2020-21 - 1.5%
 - b. 2021-22 - 2.0%
 - c. 2022-23 - 2.0%

5. Any settlement on retroactive wages shall be paid across remaining paychecks.

6. The per hour differential for “Special Education Route’ Bus Drivers” shall be increased from .15/hr. to .50/hr.

7. The Association in the names of LESPA President Laura Warren and OEA Consultant Ken Volante in conjunction with the District in the names of HR Director Kim Grousbeck and Assistant Superintendent Jennifer Meckley shall reach agreement on the terms and conditions of the Piloted Joint Mentor Program by March 1, 2021.

SIGNATURES FOR THE DISTRICT/FOR THE ASSOCIATION

Association President

Date

District Representative

Date