

**LETTER OF AGREEMENT
BETWEEN
THE
LANSING SCHOOL
DISTRICT AND
LANSING EDUCATIONAL ASSISTANTS (LEA)**

This Letter of Agreement (hereinafter referred to as "Agreement") is by and between the Lansing School District (hereinafter referred to as "LSD") and the Lansing Educational Assistants (hereinafter referred to as "LEA"). And for this Agreement, the parties mutually agree as follows:


1. The parties mutually agree it is essential that the District retain our current dynamic staff, and we continue to recruit highly skilled and well-trained staff to educate our students in Lansing. The District is continuing its effort to implement creative strategies and measures to accomplish both.
2. The parties acknowledge the need to recognize the commitment and value of those staff that have dedicated their career path through the District. The parties also recognize the importance of recruiting and encouraging high quality staff to become employed in the District.
3. In consideration of the above, the parties mutually agree that the District will provide an honorarium to all LEA staff employed in the District by the schedule printed below in three payments as noted below. The individual honorarium payments will occur on:

Employed through: June 10, 2022
Check date: September 2, 2022
Check Amount: \$1250.00

Employed through: January 20, 2023
Check date: February 3, 2023
Check Amount: \$625.00

Employed through: June 9, 2023
Check date: June 23, 2023
Check Amount: \$625.00

4. Those individuals that become employed or enter the LEA bargaining group in the District during the course of the 2021-2022 or 2022-2023 school year shall also be eligible for the honorarium referenced above. For those staff employees, the annual amount shall be prorated based on date of hire. Those individuals that are employed in the District during the 2021-22 or 2022-23 school year as less than a full time employee (6 hours or more) within LEA shall receive a pro-rated honorarium reflective of their employment.
5. In the event an employee leaves employment prior to the end of a qualifying date due to termination, voluntary resignation or unpaid discipline leave they are deemed ineligible for that semester's honorarium.
6. This is the complete agreement of the parties and shall expire on June 30, 2023.



For the Lansing School District

Dated: 8/15/22



For the LEA

Dated: 8/15/22