

LIVINGSTON SCHOOL DISTRICT AND LCEA TENTATIVE AGREEMENT

March 13th, 2026

ARTICLE VI - ASSOCIATION PRIVILEGES AND LIMITATIONS

Section 3: ~~The Association shall be provided payroll deduction for its dues in accordance with existing state laws.~~ Payroll deduction for association dues will be processed through EZ Dues as per MFPE guidelines beginning fiscal year 2027.

ARTICLE XV-EMPLOYEE BENEFITS

Section 1: Pay. Employees shall be provided all of the rights and benefits to which they are entitled by law or by personnel policy including but not limited to such matters as compensation, holidays, leaves and fringe benefits. Hourly wage rates are increased by \$.75 for the 2026 -2027 school year and increased by \$.75 for the 2027 – 2028 School Year for Administrative Assistant Employees, Custodian Employees, Food Service/Cafeteria Employees, Specialized Employees, Crossing Guard/- Bus Para-Educator Employees, Paraeducator Employees. The Maintenance Worker will receive a \$1.75 increase for the 2026 -2027 school year and \$.75 increase for the 2027 – 2028 school year.

Section 2: Other Applicable Conditions.

- B. The District may grant credit of up to five years for placement on the salary schedule for years of previous relevant work experience as determined by the Superintendent and their designee based on documented work experience and reference checks.
- E. After completion of their 21st year of service, each employee shall receive a one time 1% longevity increase to their salary effective July 1st, 2023 and every other year above the annual pay increase until no longer employed.

Section 4: Seniority (Tables are updated to a consistent format)

Custodial Employees Category

Level / Employee Group	Position Description
Custodian I	All beginning Custodians and other Custodians not holding a valid Boiler License.
Custodian II	All Custodians who have successfully completed a nine (9) month probationary period and who hold a valid Boiler License.
Custodian III	All Head Custodians who do not hold a Boiler License.
Custodian IV	All Head Custodians who hold a valid Boiler License.
Maintenance Worker I	Maintenance Worker and Maintenance/Grounds Keeper – required to hold a valid Boiler License.

Administrative Assistant Employees Category

Level / Employee Group	Position Description
Administrative Assistant I	Elementary, Middle School, High School
Administrative Assistant II	Registrar, Curriculum District Registrar, Student Information Systems, State Reporting
Administrative Assistant III	District Registrar, Student Information Systems, State Reporting

Food Service/Cafeteria Employees Category

Level / Employee Group	Position Description
Group I	Dishwashers, Servers, Cashiers
Group II	Bakers, Cooks
Group III	Lunch Delivery Driver
Group IV	Lead Cook

Specialized Employees Category

Level / Employee Group	Position Description
Group I	Noncertified Deaf Interpreters, Home Tutor Non-Licensed Speech Aides , Home Tutor
Group II	Certified Deaf Interpreters
Group III	Non-Certified Visually Impaired Specialist
Group IV	Certified Visually Impaired Specialist
Group V	Specialized Paraeducator – Speech Language Pathology Assistant, and Certified Special Education Technician (Grandfather those who were hired into the Specialized Para position prior to July 1 st , 2026)

Paraeducator Employee Category

Level / Employee Group	Position Description
Group I	Instructional Para-Educators
Group II	High Needs Para-Educators (Sped and Non-Sped)

Crossing Guard / Bus Paraeducator Employee Category

Level / Employee Group	Position Description
Group I	Crossing Guards
Group II	Bus Para-Educator

Section 5: Work Schedule

- A. Remove extra)) in line four.
- C. Number of Working days per year per assignment:

Full time Custodians	12 months
Full Time Maintenance Worker, Maintenance/Grounds Keeper	12 months
PHS District Registrar/Curriculum Administrative Assistant	Up to 12 months
PHS Principal Administrative Assistant	Up to 12 months
East Side and Winans PHS Attendance Administrative Assistants	Student instructional days and up to 15 additional days and Required PIR and PD Days
SGMS Administrative Assistants and Winans PHS Attendance Administrative Assistant	Student instructional days and up to 20 additional days and Required PIR and PD Days

Cooks/bakers	Student instructional days and up to 3 additional days and Required PIR and PD Days
Paraeducators, Instructional Aides, crossing guards, food service employees (all groups except cooks/bakers), deaf interpreters, Specialized Employees	Student instructional days and up to 3 additional days Required PIR and PD Days

E. All days required for training in addition to the student instructional days, either in person and/or online will be paid at the employees' regular rate of pay. Required training days are determined by the building administrator.

Section 7: Sick Leave

- The maximum donation by any LCEA member is 8 40 sick hours per year.
- ~~Requests for donations will be made in writing and coordinated through the LCEA president and the superintendent, or their designees. Those individuals will decide whether or not to support the request.~~
- Requests for donations will be made in writing and coordinated through the LCEA president and the superintendent, or their designees. Those individuals will decide whether or not to support the request. Donations will be fulfilled in the order received.

~~E. An employee who terminates their employment with the state, county, or city thereof, is entitled to a lump sum payment equal to one-fourth (1/4) of the pay attributed to their accumulated sick leave. The pay attributed to their accumulated sick leave shall be computed on the basis of the employee's salary or wage at the time they terminate employment. Accrual of sick leave credits for calculating the lump sum payment provided for in this subsection begins July 1, 1971, and the payment therefore, shall be the responsibility of the state, or/and county, or city thereof wherein the sick leave accrues. However, no employee forfeits any sick leave rights to benefits they accrued prior to July 1, 1971. However, where an employee transfers between agencies within the same state, county or city jurisdiction he shall not be entitled to a lump sum payment. In such a transfer the receiving agency shall assume the liability for the accrued sick leave credits earned after July 1, 1971, and transferred with the employee.~~

Section 8: Other Leave

F. Leave Without Pay. A request for leave of absence without pay may be granted by the employer upon written request of the employee. shall be submitted to the employer in writing at least 6 calendar days in advance. There are no guarantees that a request for unpaid leave will be approved. The request shall state the reason for the leave and the approximate length of time off the employee desires. Leave without pay taken without prior approval from the employer will be viewed as a contract violation. (See section 10: Job security C. 1.) Medical Documentation from a healthcare provider will be required when out for 3 or more consecutive days due to illness.

Section 11: Other

C. Employer Insurance Contribution – Update with new rates

Section 12: Pay Day

- A. Pay periods for all permanent ~~custodial and administrative assistant~~ employees who are not substitutes covered by this agreement shall begin the 21st of each month and end the 20th of each month. All permanent ~~custodial and administrative assistant~~ employees who are not substitutes covered by this agreement shall be paid on the first day of every month. ~~Pay-Periods for all other permanent employees (who are not substitutes) covered by this agreement will be the 1st through the end of each month. All other permanent employees (who are not substitutes) covered by this agreement shall be paid on the tenth of each month.~~ However, if a scheduled pay day falls on a Saturday, Sunday or holiday, ~~the checks~~ Pay will be ~~available distributed~~ on the ~~next~~ business day ~~before~~. ~~Checks will be dated the date of the regularly scheduled pay day.~~