

# LCAA Tentative Agreement 11.27.23

Ratified by Membership (20 YES / 0 NO)

- 1) Sick day payout (30 forfeited days to 20) increase 30% daily rate to 35%
- 2) Notice to retire by February 1<sup>st</sup> = \$1,000.00
- 3)

2023-24	1.14 salary index restoration
2024 -25	1% increase in base salary scale w/ fiscal conditional language
2025-26	1% increase in base salary scale w/ fiscal conditional language

If total unrestricted revenue / k-12 enrollment = an increase greater than or equal to 1.5%, the LCAA salary index increases by agreed upon schedule.

- 4) Cash in lieu of health insurance = \$400.00 additional for each LCAA member declining coverage, to be paid in equal installments on the second pay of each month.
- 5) Retroactive pay due to members will be paid in a lump sum on or before the December 15, 2023.