

SEP 1 1993

AGREEMENT

This agreement is mutually entered into by and between the Lansing School District ("District"), the Lansing Educational Assistants ("Association"), and Steven B. Cook.

The District agrees to grant Steven B. Cook a leave of absence with pay to serve as an elected state officer of the Michigan Education Association ("MEA"). Said leave shall be effective on August 31, 1993 and shall continue during the time he serves as an elected state officer or for three years, whichever terminates first. This agreement shall be renewed by the parties in the event that Mr. Cook is reelected to a state officer position with the MEA after the initial three year term of this agreement. The annual salary to be paid Mr. Cook shall be that established by the MEA. The MEA shall notify the District annually of the salary amount. Mr. Cook shall have the option of continuing his insurance benefits (as defined in the collective bargaining agreement between the Association and the District during the applicable period of time) through the District. He shall notify the District by August 1, 1993 as to whether benefits will be continued during the term of the leave. Such election shall remain in force during the balance of the leave unless Mr. Cook notifies the District to change his election (in accordance with the opportunities normally available to members of the Association). The Board shall make all appropriate deductions and contributions during the period of the leave, including the Public School Employees Retirement System.

The District shall be reimbursed by the MEA for all salary, FICA, retirement and insurance benefits (if paid by the District) during the term of the leave. At the election of the District, the billing and reimbursement may be bi-monthly, monthly, semi-annually or quarterly.

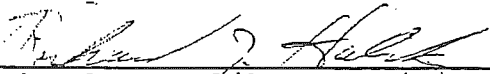
It is agreed through this agreement that any worker's compensation claims paid as a result of this employment agreement shall be the responsibility of the Michigan Education Association for payment.

It is agreed through this agreement that any unemployment or underemployment compensation claims paid as a result of this agreement shall be the responsibility of the Michigan Education Association for payment.

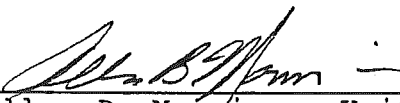
At the end of the leave, Mr. Cook shall be returned to a 25 hour per week, school year bargaining unit position for which he is qualified, as prescribed in Article XIII of the collective bargaining agreement. If available, Mr. Cook shall be returned to the same classification he last held within the bargaining unit. By June 1 of each year, Mr. Cook shall notify the District of his status for the following school year. By June 1, 1996 (or June 1 prior to the expiration of a renewed agreement), Mr. Cook shall notify the District if he seeks to renew this agreement.


Time spent on this leave of absence shall be counted for advancement on the salary schedule and shall count for continuous accrual of seniority. Compensable leave accumulation shall be frozen as of the effective date of the leave and reinstated when Mr. Cook returns from leave.

LANSING SCHOOL DISTRICT


Richard J. Haalik, Superintendent
Date: 8-31-93

LANSING EDUCATIONAL ASSISTANTS


Allen B. Morrison, UniServ Director
Date: 8/27/93


Steven B. Cook
MEA Secretary-Treasurer
Date: 8-27-93