

October 11, 2024

To: Lake Station Schools Teacher Bargaining Team

FROM: Lake Station Board of Trustees

RE: Contract Proposal for Consideration

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**1. Reimbursement**

- CM SL* a. Teachers who currently pay their 3% TRF will be paid a reimbursement on December 20, 2024 for the 9 payroll dates (August 30, 2024 to December, 20, 2024) reimbursing their 3% TRF.

**2. Teacher 3% TRF Obligation**

- CM SL* a. Effective in January, 2025, the school district will begin paying the teacher's 3% TRF payment.

**3. Health Insurance Increase**

- CM SL* a. The premium increase will be divided per teacher contract language. The district paying 80% of the increase and the teachers paying 20% of the increase for medical and for teachers on the Family Plan 1 the district will pay 72% of the increase and the teacher will pay 28% of the increase.

- CM SL* b. Premium increases in the new option provided by the Insurance Trust, Plan 2 Surest Plan, the district will pay 80% of the increase and the teachers' pay 20% of the increase.