

## APPENDIX H

**Letter of Agreement  
Between  
LANSING COMMUNITY COLLEGE  
AND  
ADMINISTRATIVE ASSOCIATION (AFT)/  
AFT MICHIGAN, AFT, AFL-CIO**

Effective July 1, 2016 – June 30, 2017

The parties agree to resolve all issues related to the 2016 reopening of negotiations with respect to salaries only, in accordance with Article XII.E, based upon the following stipulations:

1. Revise the salary schedule for the 2016-2017 fiscal year, effective July 1, 2016, by implementing the attached chart, which provides an average step increase of 3.01% on the salary schedule and adds two (2) additional steps (20 and 21) at the higher end of the schedule, for an overall average increase of 4.01%.
2. Employees who have received additional lump sum payments of 0.5% of annual earnings at the end of the 2013-2014 and 2014-2015 contract years, in accordance with Article XII.E, will be moved to step 21 for the 2016-2017 contract year.
3. No later than February 1, 2017, the parties will initiate a process to jointly evaluate the Appendix H matrix to determine if restructuring is warranted.

Wage Table:

2016-17	3	2	1
Step 5	\$ 49,927	\$ 58,286	\$ 69,549
Step 6	\$ 51,675	\$ 60,326	\$ 71,983
Step 7	\$ 53,484	\$ 62,438	\$ 74,503
Step 8	\$ 55,355	\$ 64,623	\$ 77,110
Step 9	\$ 57,293	\$ 66,885	\$ 79,809
Step 10	\$ 59,012	\$ 68,892	\$ 82,203
Step 11	\$ 60,782	\$ 70,958	\$ 84,669
Step 12	\$ 62,605	\$ 73,087	\$ 87,209
Step 13	\$ 64,484	\$ 75,280	\$ 89,826
Step 14	\$ 66,096	\$ 77,162	\$ 92,071
Step 15	\$ 67,748	\$ 79,091	\$ 94,373
Step 16	\$ 69,103	\$ 80,673	\$ 96,261
Step 17	\$ 70,485	\$ 82,286	\$ 98,186
Step 18	\$ 71,895	\$ 83,932	\$ 100,150
Step 19	\$ 73,333	\$ 85,610	\$ 102,153
Step 20	\$ 74,800	\$ 87,323	\$ 104,196
Step 21	\$ 76,296	\$ 89,069	\$ 106,280

## Signatures

For LCC-AFT:

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Dawn Cousino  
LCC-AFT President

Date

For the Board of Trustees:

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Robert Proctor  
Chair, LCC Board of Trustees

Date

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Liz Duhn  
LCC Servicing Representative

Date

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Larry Myer  
Secretary, LCC Board of Trustees

Date