

**Letter of Understanding**  
**between**  
**MEA-NEA, L'Anse Creuse**  
**and**  
**The L'Anse Creuse Public Schools Board of Education**

**Re: Longevity**

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2022 - 2025 school years. In addition to the terms and conditions of the Collective Bargaining Agreement, the L'Anse Creuse Board of Education, hereinafter referred to as "District, and the L'Anse Creuse Education Association, hereinafter referred to as "Association", hereby agree to the following change to Article IV, F which shall have immediate effect and apply to all bargaining unit employees at the start of the 2025-2026 school year:

**ARTICLE IV**  
**Professional Compensation**

F. Longevity payments will be paid in accordance with the schedule below. Each yearly payment will be paid in a lump sum no later than June 30 with each payment to be made at the end of the year as specified in the schedule below. It is understood that longevity pay shall be computed on the basis of **continuous** years of service in the L'Anse Creuse Education Association. Teachers that were receiving longevity during the 2015-16 school year and are not yet to 17 years of service will continue to receive longevity at the rate received during the 2015-16 school year until they reach their seventeenth year.

In the event a teacher does not complete the school year or is employed for less than a full school year, the longevity payment shall be prorated based upon a ratio of the number of workdays such teacher worked to the number of scheduled workdays.

Teachers may have the option of receiving longevity payments in the biweekly payment plan by notifying the Payroll Department on or before April 1 of the current year. Payments will be made during the year following eligibility for longevity compensation.

**AMOUNTS PER YEAR**  
**YEARS OF SERVICE (NOT CUMULATIVE)**

End of 13-16	\$1,500
End of 17-20	\$2,500
End of 21-25	\$3,500
End of 26 <sup>th</sup> year and thereafter	\$4,500

This Agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the parties.

L'ANSE CREUSE PUBLIC SCHOOLS

By: 

Date: 5/7/25

Michael W. Van Camp  
Assistant Superintendent for Human Resources  
L'Anse Creuse Public Schools

MEA-NEA, L'Anse Creuse

By: 

Date: 5/7/2025

Kelly McDevitt  
President  
MEA-NEA, L'Anse Creuse