

LETTER OF AGREEMENT

This agreement is entered into by and between the Adrian Educational Support Personnel Association, MEA/NEA (the Association) and Adrian Public Schools of Adrian, Michigan (the Board).

Whereas, the Association and the Board agree:

APPENDIX A

K-12 Hourly Wage Schedule

July 1, ~~2017~~ **2018** – June 30, ~~2018~~ **2019** – The K-12 Hourly Wage Schedule includes a ~~1%~~ **2%** increase for ~~2017-18~~ **2018-19**. Steps will be granted for ~~2017-18~~ **2018-19**.

The parties will review the K-12 wage schedule during the 2018-19 school year, and come up with a recommendation for a new wage schedule for the 2019-20 school year.

Title	Step	Rate of Pay
Paraprofessional – Special Education	Step 1 (1-4 years)	\$12.05 12.30
Paraprofessional – Media	Step 2 (5-8 years)	\$13.08 13.35
Paraprofessional – In School Suspension	Step 3 (9-12 years)	\$13.65 13.93
	Step 4 (13+ years)	\$13.69 13.97

Paraprofessional - In-School Suspension/Information Technology Support

Step 1 (1-4 years)	\$13.98 14.26
Step 2 (5-8 years)	\$15.01 15.31
Step 3 (9+ years)	\$16.05 16.37

APPENDIX B

Food Service Hourly Wage Schedule

July 1, ~~2017~~ **2018** – June 30, ~~2018~~ **2019** – The Food Service Hourly wage Schedule includes a ~~1%~~ **2%** increase for ~~2017-18~~ **2018-19**. If food service is profitable by at least \$5,000 for 2016-17, excluding the expenses for the kitchen serving area remodeling costs, food service employees employed as of September 1, 2017 and still employed as of June 1, 2018, will receive a 1% off schedule lump sum payment in June of 2018, based on their actual hours worked. If an employee retires during the 2017-18 school year, they will still be eligible for the off schedule lump sum payment.

Title	Rate of Pay
Head Cook	
Probationary	\$11.57 11.81
After 1 Year	13.65 13.93
Assistant Cook and/or Baker	
Probationary	11.34 11.57
After 1 Year	13.05 13.32
Dishwasher	11.79 12.03
Server, Cashier and/or Prep	
Probationary	10.18 10.39
After 1 Year	10.85 11.07
High School Prep	11.40 11.63
Van Driver	11.79 12.03

Appendix C – AESPA – Head Start 2018-19 Wage Scale – No Steps

1) The salary schedule will be increased by 2.6% for the 2018-19 year as a result of COLA provided in the grant.

For the Board: *Kathy Washburn* Date: 6-12-18

For the Board: _____ Date: _____

For the Association: *Diana Coop* Date: 6-25-18

For the Association: *Terry Wagner* Date: 8-3-18

AESPA - Head Start 2018-19 Wage Scale - No Steps

APPENDIX C

STEPS IN PROGRAM	NUTRITION/TEACHER ASSISTANT	TEACHER AA	TEACHER BA	TEACHER BA W/ZA OR ZS (Prior to 7-1-16)
Step One	\$10.82	\$15.15	\$15.82	\$18.76
Step Two	\$11.15	\$15.61	\$16.30	\$19.32
Step Three	\$11.48	\$16.08	\$16.78	\$19.90
Step Four	\$11.83	\$16.56	\$17.29	\$20.49
Step Five	\$12.18	\$17.06	\$17.81	\$21.11
Step Six	\$12.55	\$17.57	\$18.34	\$21.74
Step Seven	\$12.92	\$18.09	\$18.89	\$22.39
Step Eight	\$13.31	\$18.64	\$19.46	\$23.07
Step Nine	\$13.71	\$19.20	\$20.04	\$23.76
Step Ten	\$14.12	\$19.77	\$20.64	\$24.47

Additional Pay for Education

Employees holding the HighScope Teacher position will be paid an additional \$0.50 per hour. HighScope Teachers and Teachers who achieve HighScope certification will be paid an additional \$0.25 per hour.

Certificated individuals, with a ZA or ZS endorsement, hired after July 1, 2016 will be placed on the Teacher BA lane and will be paid an additional \$0.75 per hour. Certificated individuals, without a ZA or ZS endorsement, and non-certificated individuals who achieve teacher certification, with a ZA or ZS endorsement, after July 1, 2016 will be placed or remain on the Teacher BA lane and will be paid an additional \$0.75 per hour.

HighScope Teachers and Teachers that earn a Master's degree in a field related to their work will be paid an additional \$0.75 per hour.

Step Increases

No step increase for 2018-19.

Transfer/Promotion

This subsection shall apply only to Non-Certificated individuals. Any reference to "employee," "employees," or "members" in this Article is understood to apply only to Non-Certificated individuals. Employees who transfer or promote to another classification will be placed on the step in the classification which is equal to at least a Three (3%) percent increase in their hourly rate of pay.

Qualifications

Reference Article XIX - Work Hours - Section 6B 6a

Per LOA, dated April 27, 2018, effective through June 30, 2020:

Teacher Assistants that are assigned to a designated Full Time Teacher Assistant position will receive a \$2.00 per hour stipend