

# LETTER OF AGREEMENT

This agreement is entered into this \_\_\_\_ day of May 2023, by and between the Adrian Educational Support Personnel Association, MEA/NEA (the Association) and the Adrian Public Schools of Adrian, Michigan (the Board).

Whereas, the Association and the Board agree:

## APPENDIX A

### K-12 Hourly Wage Schedule

The K-12 Hourly Wage Schedule includes a 2% increase for 2023-24. Steps will be granted.

Title	Step	Rate of Pay 2022-23	Rate of Pay 2023-24
Paraprofessional – Special Education	Step 1 (1-4 years)	\$14.60	\$14.89
Paraprofessional – Media	Step 2 (5-8 Years)	\$15.84	\$16.16
Paraprofessional – In School Suspension	Step 3 (9 + years)	\$16.35	\$16.68
Paraprofessional – In school suspension/Information Technology support	Step 1 (1-4 years)	\$15.60	\$15.92
	Step 2 (5-8 Years)	\$16.76	\$17.10
	Step 3 (9 + years)	\$17.91	\$18.20

### Attendance Incentive

K-12 Paraprofessionals are eligible to earn up to \$1000 per school year based on attendance. The attendance incentive can be earned each trimester as long as a para is absent for not more than 6 days.

\$300 – 1st Trimester

\$300 – 2nd Trimester

\$400 – 3rd Trimester

OR:

In the third trimester only, if you have missed more than 6 days you may earn the following bonus:

\$200 bonus - for any para not over the allotted 13 contract days and misses 2 or fewer days in the third trimester.

Trimester 3 clarification:

You will only be eligible for either the \$400 trimester amount (rolling 6 days or less) or the \$200 incentive for missing only 2 days in Trimester 3 staying under your 13 contract days.

## Appendix A – Food Service Hourly Wage Schedule

The K-12 Food Service will receive a market rate adjustment and eliminate the probationary rate.

### Food Service Hourly Wage Schedule

		Jan. 1, 2023 2022-23	1-Jul-23 2023-24
Head Cook			
	Probationary	13.98	
		16.48	\$20.00
Assistant Cook and/or Baker		-	
	Probationary	13.69	
		15.78	\$19.00
Dishwasher		14.23	\$15.00
Server, Cashier and/or Prep		-	
	Probationary	12.31	
		13.09	\$15.00
High School Prep		13.76	
Van Driver		14.23	\$16.00

## Appendix C – Head Start

Head Start will receive a 5.6% Cola Increase and a step will be granted.

STEPS IN PROGRAM	NUTRITION/TEACHER ASSISTANT DIPLOMA	TEACHER or FT TA CDA	TEACHER AA	TEACHER BA	TEACHER BA W/ZA OR ZS (Prior to 7-1-16)
Step One	\$14.68	\$17.71	\$20.53	\$21.44	\$25.42
Step Two	\$15.12	\$18.24	\$21.14	\$22.08	\$26.18
Step Three	\$15.57	\$18.79	\$21.78	\$22.74	\$26.97
Step Four	\$16.04	\$19.35	\$22.43	\$23.42	\$27.77
Step Five	\$16.52	\$19.93	\$23.11	\$24.13	\$28.61
Step Six	\$17.02	\$20.53	\$23.80	\$24.85	\$29.47
Step Seven	\$17.53	\$21.15	\$24.51	\$25.60	\$30.35
Step Eight	\$18.05	\$21.78	\$25.25	\$26.36	\$31.26

### Head Start Cola:

The Head Start Early Childhood Programs will receive the annual COLA increases provided by the Head Start Grant.

## ARTICLE XXIV - INSURANCE PROTECTION

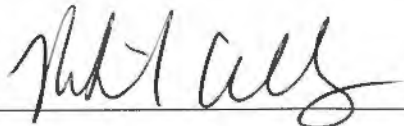
Increase in the hard cap.

2. Medical Coverage

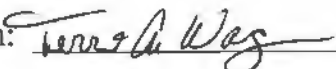
Plan A Medical Coverage:

Upon proper application and acceptance for enrollment by the appropriate underwriter, policyholder, and/or third-party administrator, the District shall make health insurance premium payments, beginning ~~July 1, 2022~~ **July 1, 2023**, up to ~~\$598.74~~ **\$606.52** a month for single coverage on the Head Start and Food Service employee's behalf. Beginning July 1, 2023, the District shall make health insurance premium payments up to ~~\$598.74~~ **\$602.52** a month for single coverage on the Head Start and Food Service employee's behalf. The Board will pay for eligible K-12 employees 60% of the premium for single subscriber health coverage.

By entering into this Letter of Agreement neither the District nor the Union intend to create, waive, amend, or modify any other rights or obligations as set forth in their 2021-2024 Contractual Agreement, except as otherwise specifically created, waived, modified, or amended herein. With the exception of the express covenants within this Letter of Agreement, this Letter of Agreement does not constitute the establishment of any precedent, custom, practice, and/or binding working condition with respect to the future interpretation, enforcement or application of the 2021-2024 Contractual Agreement between the parties or any successor collective bargaining agreement between them.

For the Board:  Date: 8-30-2023

For the Board: \_\_\_\_\_ Date: \_\_\_\_\_

For the Association:  Date: 8-30-23

For the Association: \_\_\_\_\_ Date: \_\_\_\_\_