

Letter of Agreement

Economic Reopener for 2019-20

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:

ARTICLE XXIV - INSURANCE PROTECTION

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 ~~May 1, 2018~~, **July 1, 2019** up to ~~\$528.72~~ **549.55** 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.

APPENDIX A

K-12 Hourly Wage Schedule

July 1, 2018 **2019** – June 30, 2019- **2020** – The K-12 Hourly Wage Schedule includes a **2%** increase for 2018-19 **2019-20**. Steps will be granted for 2018-19 **2019-20**.

Title	Step	Rate of Pay
Paraprofessional – Special Education	Step 1 (1-4 years)	\$12.30 12.55
Paraprofessional – Media	Step 2 (5-8 years)	\$13.35 13.62
Paraprofessional – In School Suspension	Step 3 (9-12 + years)	\$13.93 14.77
	Step 4 (13+ years)	\$13.97

Paraprofessional - In-School Suspension/Information Technology Support

Step 1 (1-4 years)	\$14.26 14.55
Step 2 (5-8 years)	\$15.31 15.62
Step 3 (9+ years)	\$16.37 16.70

APPENDIX B

Food Service Hourly Wage Schedule

July 1, 2018 ~~2019~~ – June 30, 2019 ~~2020~~ – The Food Service Hourly wage Schedule includes a 2% increase for 2018-19 2019-20.

Title	Rate of Pay
Head Cook	
Probationary	\$ 11.81 <u>\$12.05</u>
After 1 Year	13.93 <u>\$14.21</u>
Assistant Cook and/or Baker	
Probationary	11.57 <u>\$11.80</u>
After 1 Year	13.32 <u>\$13.59</u>
Dishwasher	12.03 <u>\$12.27</u>
Server, Cashier and/or Prep	
Probationary	10.39 <u>10.60</u>
After 1 Year	11.07 <u>11.29</u>
High School Prep	11.63 <u>11.86</u>
Van Driver	12.03 <u>12.27</u>

Appendix C – AESPA – Head Start ~~2018-19~~ 2019-20 Wage Scale – No Steps

1) The salary schedule will be increased by 1.77% for the ~~2018-19~~ 2019-20 year as a result of COLA provided in the grant.

For the Board: [Signature] Date: 6-11-19

For the Board: _____ Date: _____

For the Association: [Signature] Date: 6-11-19

For the Association: [Signature] Date: 6-11-19