

# LETTER OF AGREEMENT

This agreement is entered into this \_\_\_\_ day of November 2021, 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 that due to the current staffing shortage, Step one will be eliminated for the AESPA – Head Start 2021-22 wage scale, and all AESPA employees will receive a step effective December 1, 2021:

## APPENDIX C

STEPS IN PROGRAM	NUTRITION/ TCHR ASST	TEACHER AA	TEACHER BA	TEACHER BA W/ZA OR ZS (Prior to 7/1/16)
<del>Step One</del>	<del>\$11.38</del>	<del>\$15.92</del>	<del>\$16.62</del>	<del>\$19.71</del>
<del>Step Two-One</del>	<del>\$11.72</del>	<del>\$16.40</del>	<del>\$17.12</del>	<del>\$20.30</del>
<del>Step Three-Two</del>	<del>\$12.07</del>	<del>\$16.89</del>	<del>\$17.63</del>	<del>\$20.91</del>
<del>Step Four-Three</del>	<del>\$12.43</del>	<del>\$17.40</del>	<del>\$18.16</del>	<del>\$21.53</del>
<del>Step Five-Four</del>	<del>\$12.81</del>	<del>\$17.92</del>	<del>\$18.71</del>	<del>\$22.18</del>
<del>Step Six-Five</del>	<del>\$13.19</del>	<del>\$18.46</del>	<del>\$19.27</del>	<del>\$22.85</del>
<del>Step Seven-Six</del>	<del>\$13.58</del>	<del>\$19.01</del>	<del>\$19.85</del>	<del>\$23.53</del>
<del>Step Eight-Seven</del>	<del>\$13.99</del>	<del>\$19.58</del>	<del>\$20.44</del>	<del>\$24.24</del>
<del>Step Nine-Eight</del>	<del>\$14.41</del>	<del>\$20.17</del>	<del>\$21.05</del>	<del>\$24.96</del>
<del>Step Ten-Nine</del>	<del>\$14.84</del>	<del>\$20.77</del>	<del>\$21.69</del>	<del>\$25.71</del>
<del>Step Ten</del>	<del>\$15.29</del>	<del>\$21.40</del>	<del>\$22.34</del>	<del>\$26.49</del>

Further, the Association and the Board agree to a onetime adjustment to the Food Service Wages, also to address staffing shortages and retention, effective December 1, 2021:

	Current 2021-22	Proposed 2021-22	Revised w/2% 2022-23
<b>Head Cook</b>			
Probationary	12.54	13.57	13.84
After 1 Year	14.78	16.00	16.32
<b>Assistant Cook and/or Baker</b>			
Probationary	12.28	13.29	13.56
After 1 Year	14.15	15.32	15.62
<b>Dishwasher</b>	12.76	13.81	14.09
<b>Server, Cashier and/or Prep</b>			
Probationary	11.04	11.95	12.19
After 1 Year	11.74	12.71	12.96
<b>High School Prep</b>	12.34	13.36	13.63
<b>Van Driver</b>	12.76	13.81	14.09

For the Board: Kelly Wood Date: 11-23-2021

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

For the Association: Bern A. Was Date: 11-30-2021

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