

LETTER OF AGREEMENT

This agreement is entered into this ____ day of October 2021, by and between the Adrian Educational Support Personnel Association, MEA/NEA (the Association) and the Adrian Public Schools of Adrian, Michigan (the Board).

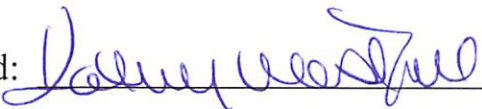
Whereas, the Association and the Board agree that due to the current parapro staffing shortage, Step one will be eliminated for the Paraprofessional – Special Education, Media and in School Suspension, as follows, effective November 1, 2021:

APPENDIX A

K-12 Hourly Wage Schedule

The K-12 Hourly Wage Schedule includes a 2% increase for 2021-22 and 2022-23. Steps will be granted.

Title	Step	Rate of Pay 2021-22	Rate of Pay 2022-23
Paraprofessional – Special Education	Step 1 (1-4 years)	\$13.07	\$13.33
Paraprofessional – Media	Step 2 (5-8 years) <u>1 (1-4 years)</u>	\$14.18	\$14.46
Paraprofessional – In School	Step 3 (9+ years) <u>2 (5+ years)</u>	\$15.37	\$15.68
Suspension	<u>Step 3 (9+ years)</u>	<u>\$15.87</u>	<u>\$16.19</u>

For the Board:  Date: 10/28/21

For the Board: _____ Date: _____

For the Association:  Date: 10/28/21

For the Association: _____ Date: _____