

**LETTER OF AGREEMENT
BETWEEN
ADRIAN PUBLIC SCHOOLS
AND THE
INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL #324
Administrative Assistants**

This Letter of Agreement is entered into by and between the International Union of Operating Engineers, Local #324 (the "Union") and Adrian Public Schools of Adrian, Michigan (the "District").

1) Wages – Appendix A – Base Rate - Increase the 2020-21 wage schedule to \$18/hour for 2021-22. Increase the 2021-22 wage scale by 2% for 2022-23. Both parties recognize that this is a one-time adjustment to the wage scale. Barb Snead shall be at \$17.00 an hour for 2021-22 for part time administrative assistant work established in a prior letter of agreement. The Probation A rate shall be \$16.00/hour for 2021-22 and increased by 2% for 2022-23.

ARTICLE XXIV - BENEFITS

I. Health Insurance

The District will make available the insurance programs as identified below through the LISD Insurance Consortium. Each full-time unit member may select insurance benefits as outlined in Plan A or Plan B. Full-time is defined as an employee who is employed a minimum of 1200 hours. It is understood and agreed that the District's obligation for insurance benefits shall be limited to the terms and conditions of each plan. For all coverage the District reserves the right to select benefit carriers at a substantially equivalent level. Summary plan descriptions are available on the district website.

All new bargaining unit administrative assistants hired after July 15, 2013 will be provided single insurance coverage with a health insurance premium payment up to ~~\$6,818~~ 7,043.89, beginning July 1, 2021. Beginning July 1, 2022, the District shall make annual health insurance premium payments up to \$7,184.88.

Plan A

Health Insurance – It is agreed between the parties that the District shall make health insurance premium payments beginning July 1, 2021, up to ~~\$6,818~~ \$7,043.89 single coverage, ~~\$14,260~~ 14,730.96 two-person coverage, and ~~\$18,596~~ \$19,210.66 full family coverage, on the Employee's behalf, \$500/\$1000 Deductible for traditional coverage, \$20 office visit co-pay, with Saver RX prescription coverage, or MESSA ABC Plan 1 with ABC RX, or MESSA ABC Plan 2 with ABC RX and 10% coinsurance, or \$500/\$1000 deductible with 20% coinsurance. Beginning July 1, 2022, the District shall make annual health insurance premium payments up to \$7,184.88 single

