

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

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 – Schedule A – Increase the 2021-22 wage schedule by 2% for 2022-23.

**SCHEDULE A - MAINTENANCE WAGE SCALE - 2021-22**

<b>Classifications</b>	<b><u>2021-22</u> <u>2022-23</u></b>
<b>Skilled Trades Journeyman – Maintenance</b>	<del>\$24.46</del> <b><u>\$24.95</u></b>
<b><u>5 Yrs of Related Field Exp – Maintenance</u></b> Maintenance/Pool Operator	<del>\$22.02</del> <b><u>\$22.46</u></b>
<b><u>General Maintenance</u></b> Maintenance/Pool Operator	<del>\$17.99</del> <b><u>\$18.35</u></b>

**2) ARTICLE XVIII INSURANCE PROTECTION**

I. Health Insurance

**Plan A**

It is agreed between the parties that the District shall make health insurance premium payments up to ~~\$7,043.89~~ **7,184.88** single coverage, ~~\$14,730.96~~ **15,025.56** two-person coverage, and ~~\$19,210.66~~ **19,594.80** 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 or \$500/\$1000 deductible with 20% coinsurance.

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 2020-2023 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 2020-2023 Contractual Agreement between the parties or any successor collective bargaining agreement between them.

For the Board: *[Signature]* Date: 5-24-2022

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

For the Union: *[Signature]* Date: 5-25-2022

For the Union: \_\_\_\_\_ Date: \_\_\_\_\_