

**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 2020-21 wage schedule (Jan. 1, 2021) by 2% for 2021-22.

**SCHEDULE A - MAINTENANCE WAGE SCALE - 2020-21**

Classifications	2020-21-2021-22
Skilled Trades Journeyman - Maintenance	\$23.98-\$24.46
5 Yrs of Related Field Exp - Maintenance Maintenance/Pool Operator	\$21.59-\$22.02
General Maintenance Maintenance/Pool Operator	\$17.64-\$17.99

A lump sum stipend of \$1000 will be paid annually to those with skilled trades licenses i.e., electrician and plumber.

**2) ARTICLE XVIII INSURANCE PROTECTION**

**I. Health Insurance**

Each full-time unit member covered by this Agreement may select Plan A or B as part of the LISD Consortium Plan. Full-time is defined as an employee who is a permanent employee scheduled to work thirty (30) hours or more per week. It is understood and agreed that the Board's obligation for insurance benefits shall be limited to the terms and conditions of each plan. For all coverage the Board reserves the right to select benefit carriers at a substantially equivalent level. Summary plan descriptions are available upon request and may include a wellness program.

**Plan A**

It is agreed between the parties that the District shall make health insurance premium payments 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 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: 4-27-2021

For the Board:

Date: \_\_\_\_\_

For the Union:

[Signature]

Date: 04-27-21

For the Union:

[Signature]

Date: 04-27-2021