

LETTER OF AGREEMENT

This agreement is entered into this 29 day of April 2022, 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, Steps one through five will be eliminated for the AESPA – Head Start 2022-23 wage scale. All AESPA employees will remain on the same step number they were on in 2021-22, which will in turn grant them five steps on the new wage scale (for instance, an employee on step six on the 2021-22 scale at \$13.59/hr. will go to the new step six at \$15.75/hour). In addition, a new lane has been added for those teachers that are not degreed but have earned their CDA:

APPENDIX C

STEPS IN PROGRAM	NUTRITION/TEACHER ASSISTANT DIPLOMA	TEACHER or FT TA CDA	TEACHER AA	TEACHER BA	TEACHER BA W/ZA OR ZS (Prior to 7-1-16)
Step One	\$11.72		\$16.40	\$17.12	\$20.30
Step Two	\$12.07		\$16.89	\$17.63	\$20.94
Step Three	\$12.43		\$17.40	\$18.16	\$21.54
Step Four	\$12.81		\$17.92	\$18.71	\$22.18
Step Five	\$13.19		\$18.46	\$19.27	\$22.85
Step Six One	\$13.59	\$16.40	\$19.01	\$19.85	\$23.53
Step Seven Two	\$13.99	\$16.89	\$19.58	\$20.44	\$24.24
Step Eight Three	\$14.41	\$17.40	\$20.17	\$21.06	\$24.97
Step Nine Four	\$14.85	\$17.92	\$20.78	\$21.69	\$25.72
Step Ten Five	\$15.29	\$18.46	\$21.40	\$22.34	\$26.49
Step Eleven Six	\$15.75	\$19.01	\$22.04	\$23.01	\$27.28
Step Twelve Seven	\$16.22	\$19.58	\$22.70	\$23.70	\$28.10
Step Thirteen Eight	\$16.71	\$20.17	\$23.38	\$24.41	\$28.94

Further, the 2022-23 wage scale will be updated with COLA for 2022-23 as issued by the Department of Head Start. All parties recognize that the adjustments to the wage scale are done as a one-time adjustment.

Further, the Association and the Board agree to add dental insurance:

ARTICLE XXIV - INSURANCE PROTECTION

2. Medical Coverage

Plan A Medical Coverage:

Upon proper application and acceptance for enrollment by the appropriate underwriter, policyholder, and/or third-party administrator, the District shall make health insurance premium payments, beginning ~~August 1, 2021~~ **July 1, 2022**, up to \$587 **598.74** a month for single coverage on the Head Start and Food Service employee's behalf. Beginning July 1, 2022, the District shall make health insurance premium payments up to \$598.74 a month for single coverage on the Head Start and Food Service employee's behalf. The Board will pay for eligible K-12 employees 60% of the premium for single subscriber health coverage.

4. Dental Coverage

Dental Insurance (Head Start and Food Service): If the employee carries health insurance, the employee is eligible for single dental coverage. For those employees with Cash in Lieu, they will be eligible for up to full family dental coverage.

For the Board: *Valley West* Date: 4-29-2022

For the Board: _____ Date: _____

For the Association: *Tom & Wagn* Date: 4-29-2022

For the Association: *Cathy Demlow* Date: 29 April 2022