

LETTER OF AGREEMENT

Manistee Area Public Schools

And

Manistee Educational Support Personnel Association

(Grandfather of Health and Special Needs Premium pay through June 30, 2021)

The Manistee Area Public Schools (“District”) and the Manistee Educational Support Personnel Association (“Union”) hereby agree as follows with respect to “grandfathering” the compensation level of three employees who were earning the former health and special needs premium pay:

1. The parties negotiated a successor collective bargaining agreement that was ratified and took effect on or about May 12, 2021. The new contract eliminated the health and special needs premium pay in exchange for a pay premium for employees who obtained their substitute permit.
2. Employees Anna Wojcik, Clayton Slawinski and Robert Von Herbruck job assignments for this school year entitled them to earn the health and special needs premium under the prior collective bargaining agreement. The parties did not intend to change their assignment or level of pay associated with the health and special needs premium for this school year.
3. Accordingly, for the remainder of the school year through June 30, 2021, the parties agree that the above three named employees will **be held harmless and will receive the same level of compensation as they did under the prior collective bargaining agreement.** After June 30, 2021, there will no longer be any premium pay associated with health and special needs assignments, **and their compensation will be governed by the new collective bargaining agreement.**
4. All other provisions of the parties new collective bargaining agreement in effect through June 30, 2023 shall remain unaffected by this letter of agreement.

For the Union:

For the Employer:

Karla J. Lidtke 5/20/21
Signature Date

[Signature] 5/20/21
Signature Date

President

Superintendent