

LETTER OF AGREEMENT

Manistee Area Public Schools

And

Manistee Educational Support Personnel Association

(Article I Recognition, XIV Compensation and Article XVI Employee Benefits)

The Manistee Area Public Schools ("District") and the Manistee Educational Support Personnel Association ("Union") hereby agree as follows with respect to:

1. Article I Recognition.

A. Eliminate all classifications in Article I(A) except for "Paraprofessional."

2. Article XIV Compensation.

A. Classifications: Eliminate "Library" and "SRC Paraprofessional" classifications in XIV(A). There is now only one single classification called "Paraprofessional."

B. Wage Schedules: Eliminate all wage schedules in XIV(B) and replace with the following:

	1	2	3	4	5	6	10	15	20
2021-22	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00	\$14.25	\$14.45	\$14.65	\$14.85
2022-23	\$13.25	\$13.50	\$13.75	\$14.00	\$14.25	\$14.50	\$14.70	\$14.90	\$15.10

- Eliminate Note 2 in XIV(B): Step advancement is horizontal; vertical rates are determined by employee classification.

3. Article XVI Employee Benefits.

For eligible employees hired on or prior to 4/31/2017 1/1/2020 the employer shall contribute an amount equal to the maximum hard cap allowed by law for single subscriber health insurance. If the health insurance premium is less than the hard cap, the difference will be deposited into the employee's HSA.

ADD NEW LANGUAGE to XVI: Eligible employees hired on or prior to 1/1/2020 but not electing Plan A will select Plan B plus receive cash in lieu of health benefits. The employer shall contribute a total of one hundred fifty (\$150) dollars per month. The cash amount shall be equal to the difference between the monthly premium for Plan B and \$150.

For the Union:

Karla J. Little
Signature

9/10/2021
Date

For the District:

Donald J. Gannon
Signature

9-10-21
Date