

LETTER OF AGREEMENT

2022-2023 School Year

**Manistee Area Public Schools
and
Manistee School Bus Drivers**

The Manistee Area Public Schools (“District”) and the Manistee School Bus Drivers (“Union”) hereby agree to amend their collective bargaining agreement that is in effect to and including June 30, 2023 as follows:

1. Both parties acknowledge the difficulty the District has experienced in filling vacant positions for bus drivers, and after full disclosure, the Union has agreed that the District may seek to fill existing and future bus driver vacancies through a third party, specifically, METS, and the Union acknowledges that pursuant to Section 15(3)(f) of the Public Employment Relations Act (PERA), MCL 423.215(3)(f), it was given an opportunity to bid on a contract for non-instructional support services to replace existing and future bus driver vacancies. However, the Union waived its opportunity to bid.
2. The parties agree to modify Article III as follows:
 - A. Article III, subsections E, F and G will be deleted, and these sections will be replaced with the following:

As an attendance Incentive a payment of up to \$500.00 will be paid to each driver who has perfect attendance for the school year. Perfect attendance shall be monitored and awarded within two (2) periods. Funeral, jury and court subpoena are not counted as absences.

**1st Semester Measurement Period = \$200.00
2nd Semester Measurement Period = \$200.00**

An employee earning perfect attendance in both measurement periods shall receive an additional \$100.00.

An employee with one full absence or less in a measurement period is eligible for an Outstanding Attendance incentive of \$50.00 per measurement period.

3. The parties agree to modify Article XXVI by replacing the existing salary schedule with a new salary schedule as depicted below:

	2020-21	2021-22	2022-23	2022-23
1st year	14.00	14.25	14.50	15.25
2nd year	14.25	14.50	14.75	15.50
3rd year	14.50	14.75	15.00	15.75
4th year	14.75	15.00	15.25	16.00
5th year	15.00	15.25	15.50	16.25
10th year	15.10	15.35	15.60	16.35
15th year	15.20	15.45	15.70	16.45

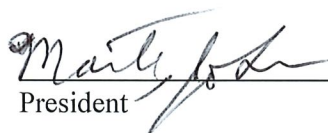
20th year	15.30	15.55	15.80	16.55
25th year	15.40	15.65	15.90	16.65
30th year	15.50	15.75	16.00	16.75

4. The parties agree to modify Article XXVII by substituting the employer contribution for monthly **health and dental** insurance premium with the following table:

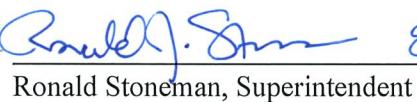
	Drivers with 5 hours or more per day	Drivers with 5 hours or more per day	Drivers with 8 hours or more per day
Single	586.00	586.00	586.00
Two Person	1,020.00	1,172.00	1,245.00
Family	1,020.00	1,172.00	1,245.00

Manistee School Bus Drivers

Manistee Area Public Schools


President

8-30-2022
Date


Ronald Stoneman, Superintendent

8-30-22
Date