

LETTER OF AGREEMENT

2022-2023 School Year

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 to amend their collective bargaining agreement in effect to and including June 30, 2023 and a Letter of Agreement executed on September 10, 2021 relating to Article I Recognition, Article XIV Compensation and Article XVI Employee Benefits. The parties agree as follows:

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 for the 2022-2023 school year:

Table with 6 columns and 2 rows. Row 1: 1, 2, 3, 5, 10, 15. Row 2: \$14.00, \$14.25, \$14.50, \$14.75, \$15.00, \$15.25

• 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 9/22/2021 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.

Employees hired on or prior to 9/22/2021 but not electing Plan A may 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:

Signature: Clayton Shin, Date: 8-10-22

For the District:

Signature: [Handwritten Signature], Date: 8-8-22