

**LETTER OF AGREEMENT
BETWEEN
ADRIAN PUBLIC SCHOOLS
AND THE
INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL #324
Maintenance**

This Letter of Agreement is entered into by and between the International Union of Operating Engineers, Local #324 (the "Union") and Adrian Public Schools of Adrian, Michigan (the "District").

1) Wages – Schedule A – 3% raise on schedule.

SCHEDULE A MAINTENANCE WAGE SCALE - 2024-2025

Classifications	2023-2024
5 Years of Related Field EXP - Maintenance / Pool Operator	\$27.27 \$28.09
General Maintenance Maintenance / Pool Operator	\$23.00 \$23.69

A lump sum stipend of \$1000 will be paid annually to those with skilled trades licenses i.e., electrician and plumber.

In addition, an off-schedule stipend of \$600 will be paid out by June 30, 2024.

2) ARTICLE XVIII INSURANCE PROTECTION

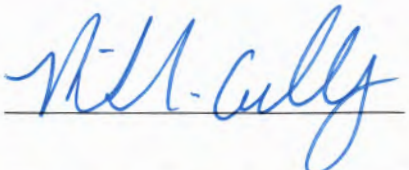
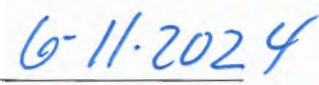

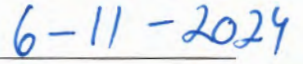
I. Health Insurance

Each full-time unit member covered by this Agreement may select Plan A or B as part of the LISD Consortium Plan. Full-time is defined as an employee who is a permanent employee scheduled to work thirty (30) hours or more per week. It is understood and agreed that the Board's obligation for insurance benefits shall be limited to the terms and conditions of each plan. For all coverage the Board reserves the right to select benefit carriers at a substantially equivalent level. Summary plan descriptions are available upon request and may include a wellness program

Plan A

It is agreed between the parties that the District shall make health insurance premium payments up to ~~\$7,278~~ \$7,423 single coverage, ~~\$15,220~~ \$15,525 two-person coverage, and ~~\$19,849~~ \$20,246 full family coverage, on the Employee's behalf, \$500/\$1000 Deductible for traditional coverage, \$20 office visit co-pay, with Saver RX prescription coverage, or MESSA ABC Plan 1 with ABC RX, or MESSA ABC Plan 2 with ABC RX or \$500/\$1000 deductible with 20% coinsurance.

By entering into this Letter of Agreement neither the District nor the Union intend to create, waive, amend, or modify any other rights or obligations as set forth in their 2023-2026 Contractual Agreement, except as otherwise specifically created, waived, modified, or amended herein. With the exception of the express covenants within this Letter of Agreement, this Letter of Agreement does not constitute the establishment of any precedent, custom, practice, and/or binding working condition with respect to the future interpretation, enforcement or application of the 2023-2026 Contractual Agreement between the parties or any successor collective bargaining agreement between them.

For the Board:		Date:	
For the Board:	_____	Date:	_____
For the Union:		Date:	
For the Union:	_____	Date:	_____