LETTER OF AGREEMENT BETWEEN ADRIAN PUBLIC SCHOOLS AND THE

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL #324

Administrative Assistants

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 – Appendix A – Base Rate - Increase the 2020-21 wage schedule to \$18/hour for 2021-22. Increase the 2021-22 wage scale by 2% for 2022-23. Both parties recognize that this is a one-time adjustment to the wage scale. Barb Snead shall be at \$17.00 an hour for 2021-22 for part time administrative assistant work established in a prior letter of agreement. The Probation A rate shall be \$16.00/hour for 2021-22 and increased by 2% for 2022-23.

ARTICLE XXIV - BENEFITS

I. Health Insurance

The District will make available the insurance programs as identified below through the LISD Insurance Consortium. Each full-time unit member may select insurance benefits as outlined in Plan A or Plan B. Full-time is defined as an employee who is employed a minimum of 1200 hours. It is understood and agreed that the District's obligation for insurance benefits shall be limited to the terms and conditions of each plan. For all coverage the District reserves the right to select benefit carriers at a substantially equivalent level. Summary plan descriptions are available on the district website.

All new bargaining unit administrative assistants hired after July 15, 2013 will be provided single insurance coverage with a health insurance premium payment up to \$6,818 7.043.89, beginning July 1, 2021. Beginning July 1, 2022, the District shall make annual health insurance premium payments up to \$7,184.88.

Plan A

Health Insurance — It is agreed between the parties that the District shall make health insurance premium payments beginning July 1, 2021, up to \$6,818 \$7,043.89 single coverage, \$14,260 14,730.96 two-person coverage, and \$18,596-\$19,210.66 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 and 10% coinsurance, or \$500/\$1000 deductible with 20% coinsurance. Beginning July 1, 2022, the District shall make annual health insurance premium payments up to \$7,184.88 single

coverage, \$15,025.56 two-person coverage, \$19,594.80 full family coverage.

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 2020-2023 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 2020-2023 Contractual Agreement between the parties or any successor collective bargaining agreement between them.

For the B	loard:	server (Jettere .	new
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Date: 512612

For the Board:

Date:

For the Union:

Date: 5/25/2/

For the Union: Duan Dauguer

Date: 05-27-21