

Letter of Agreement - Schedule A Compensation Adjustment for 2023-2024 between St. Joseph County Intermediate School District Board of Education and St. Joseph County Intermediate Michigan Education Assistants Association (MEAA)

This agreement shall be deemed to come into effect April 17, 2024 and shall remain in effect up to and including June 30, 2026. The modification of the language is to increase all current members and new hires hourly amount by \$1.00 per hour for the 2023-2024 school year. The union proposed and the administration agreed to also modify the language to include a non-reportable one time longevity stipend for the additional work of assisting with training new staff for the 2023-2024 school year only. The additional \$1.00 per hour will be retroactive to the start of the 2023-2024 school year and one time longevity stipend will be included in the May 15, 2024 payroll.

Schedule A: Basic Compensation

The basic compensation shall be as set forth in Schedule "A". There shall be no deviation from said compensation during the life of this Agreement.

New employees will be placed on the Starting Level of the salary schedule.

Longevity - effective September 1 each year

After 5 years of employment: Additional \$.10 per hour

10: Additional \$.20 per hour

15: Additional \$.30 per hour

20: Additional \$.40 per hour

25: Additional \$.50 per hour

Add the below language to the current language:

This Agreement will modify the above language to increase each hourly amount on the schedule by \$1.00 per hour.

New employees will be placed on the Starting Level of the salary schedule but the amount would increase by \$1.00 per hour.

This Agreement will modify the above language to include a longevity stipend, as a non-reportable, one time bonus for the additional work of assisting with training new staff.

After 5 Years of Employment: \$500.00 one-time longevity bonus

6-9 Years of Employment: \$1,000.00 one-time longevity bonus

10+ Years of Employment: \$2,000.00 one-time longevity bonus

It was agreed upon by the union and administration that the percentage increase for 2024-2025 and 2025-2026, as listed in Schedule A, will remain the same. The overall amount will increase based on the 2023-2024 approved changes.

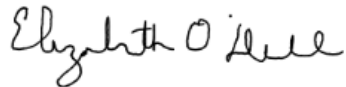
All terms and conditions of the current MEAA Master Agreement not modified by this Agreement remain in effect.

No precedent, custom, or binding past practice is established by this Agreement.

This agreement is effective April 17, 2024 and remains in effect through June 30, 2026, at which time this Agreement expires.

St. Joseph County Intermediate School District Board of Education

By:



It's: Board President

Date: 4/28/2024

St. Joseph County Intermediate Education Association (MEAA)

By:



It's: President

BASIC COMPENSATION:

The basic compensation shall be as set forth on Schedule "A". There shall be no deviation from said

compensation rates during the life of this Agreement.

New employees will be placed on the Starting Level of the salary schedule.

Assistant Teachers Salary Schedule:

22-23:	May 2022 LOA changed starting rate: \$14.00/hr (Current staff add \$1.25/hr)
22-23:	March 2023 to change starting rate: \$15.00/hr (Retro current staff to add \$1.00/hr)
23-24:	Starting rate: \$16.00/hr (Current staff add \$1.55/hr)
Revised 23-24:	Starting rate: \$17.00/hr (Current staff add \$1.00/hr and retro to start of school year)
24-25:	Starting rate: \$16.48/hr (Increase of 3% to starting rate and all hourly amounts)
Revised 24-25:	Starting rate: \$17.51/hr (Increase of 3% based on revised 23-24 hourly amount)
25-26:	Starting rate: \$16.97/hr (Increase of 3% to starting rate and all hourly amounts)
Revised 25-26:	Starting rate: \$18.04/hr (Increase of 3% based on revised 24-25 hourly amount)

	Mar 2023		Revised		Revised		Revised
	22-23	23-24	23-24	24-25	24-25	25-26	25-26
Starting	\$15.00	\$16.00	\$17.00	\$16.48	\$17.51	\$16.97	\$18.04

Current Employees:

Changes by Year		+1.55	\$1.00	Inc 3%	Inc 3%	Inc 3%	Inc 3%
Example 1	\$15.00	\$16.55	\$17.55	\$17.05	\$18.08	\$17.56	\$18.62
Example 2	\$15.20	\$16.75	\$17.75	\$17.25	\$18.28	\$17.77	\$18.83
Example 3	\$15.41	\$16.96	\$17.96	\$17.47	\$18.50	\$17.99	\$19.05
Example 4	\$15.62	\$17.17	\$18.17	\$17.69	\$18.72	\$18.22	\$19.28
Example 5	\$15.84	\$17.39	\$18.39	\$17.91	\$18.94	\$18.45	\$19.51
Example 6	\$16.05	\$17.60	\$18.60	\$18.13	\$19.16	\$18.67	\$19.73
Example 7	\$16.27	\$17.82	\$18.82	\$18.35	\$19.38	\$18.91	\$19.97
Example 8	\$16.50	\$18.05	\$19.05	\$18.59	\$19.62	\$19.15	\$20.21
Example 9	\$16.73	\$18.28	\$19.28	\$18.83	\$19.86	\$19.39	\$20.45
Example 10	\$16.96	\$18.51	\$19.51	\$19.07	\$20.10	\$19.64	\$20.70
Example 11	\$17.19	\$18.74	\$19.74	\$19.30	\$20.33	\$19.88	\$20.94
Example 12	\$17.43	\$18.98	\$19.98	\$19.55	\$20.58	\$20.14	\$21.20
Example 13	\$17.68	\$19.23	\$20.23	\$19.81	\$20.84	\$20.40	\$21.46
Example 14	\$17.92	\$19.47	\$20.47	\$20.05	\$21.08	\$20.66	\$21.72
Example 15	\$18.17	\$19.72	\$20.72	\$20.31	\$21.34	\$20.92	\$21.98
Example 16	\$18.43	\$19.98	\$20.98	\$20.58	\$21.61	\$21.20	\$22.26
Example 17	\$18.69	\$20.24	\$21.24	\$20.85	\$21.88	\$21.47	\$22.53
Example 18	\$18.95	\$20.50	\$21.50	\$21.12	\$22.15	\$21.75	\$22.81
Example 19	\$19.22	\$20.77	\$21.77	\$21.39	\$22.42	\$22.03	\$23.10
Example 20	\$19.49	\$21.04	\$22.04	\$21.67	\$22.70	\$22.32	\$23.38
Example 21	\$19.76	\$21.31	\$22.31	\$21.95	\$22.98	\$22.61	\$23.67
Example 22	\$20.04	\$21.59	\$22.59	\$22.24	\$23.27	\$22.90	\$23.97
Example 23	\$20.34	\$21.89	\$22.89	\$22.55	\$23.58	\$23.22	\$24.28
Example 24	\$21.20	\$22.75	\$23.75	\$23.43	\$24.46	\$24.14	\$25.20
Example 25	\$21.87	\$23.42	\$24.42	\$24.12	\$25.15	\$24.85	\$25.91
Example 26	\$22.55	\$24.10	\$25.10	\$24.82	\$25.85	\$25.57	\$26.63
Example 27	\$24.61	\$26.16	\$27.16	\$26.94	\$27.97	\$27.75	\$28.81
Example 28	\$25.97	\$27.52	\$28.52	\$28.35	\$29.38	\$29.20	\$30.26

No change to the longevity years and amounts as listed under Schedule A - Supplements to the Salary Assistant Teacher title and all benefits apply to all new hires.

If there are decreases in State or Federal funding that impact the ISD operational budget, the Superintendent will contact the Union President to re-open negotiations regarding the salary increases.

SUPPLEMENTS TO THE SALARY:

1. Extended School Year Program wages shall be paid consistent with the effective salary schedule. Employees shall be paid at their current hourly rate of pay for mandated summer school year work.

2. New employees will be reimbursed the cost of any pre-employment checks (fingerprinting, etc.) upon completion of their probationary period. It is the employee's responsibility to submit a request to the Business Office after the probationary period. This request must be in writing and submitted the same school year as their hire date.

3. Longevity - effective September 1 each year.

After 5 Years of Employment	Additional \$0.10 per hour
After 10 Years of Employment	Additional \$0.20 per hour
After 15 Years of Employment	Additional \$0.30 per hour
After 20 Years of Employment	Additional \$0.40 per hour
After 25 Years of Employment	Additional \$0.50 per hour

4. Longevity One-Time Bonus; Part 2: Only for 23-24 school year based on Letter of Agreement (LOA) Rational

After 5 Years of Employment	\$500.00 One-time Bonus
6-9 Years of Employment	\$1,000 One-time Bonus
10+ Years of Employment	\$2,000 One-time Bonus

- Must have been employed with the ISD directly during the service years.
- Years of service must be reflected on the current MEAA seniority list.
- Must have the years of service in the 23-24 school year as indicated above to qualify for one of the listed amounts.
- The one-time bonus listed above will be paid to each qualifying bargaining member which will be non-reportable for retirement based on Office of Retirement Service (ORS) requirements. The direct deposit amount will be paid on the May 15, 2024 payroll.