


August 8, 2022 – Anchor Bay Board of Education Tentative Agreement

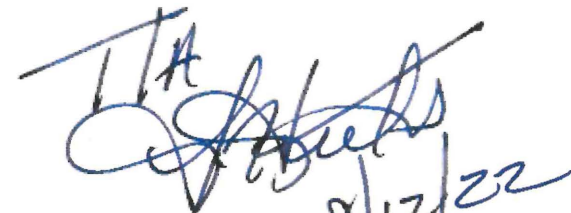
AFSCME Local 1688, Michigan Council 25

1) Appendix A adopt new salary schedule to include 9 steps for each classification.

Steps	3.50% TRANSPORTATION			3.50% Food Service				3.50% Maintenance			
	Mechanics	Drivers	Bus Aids	Head Cook	Cook	Cook Helper	Food Aide	Custodian	Custodian Plus	Multitrade	
1	28.45	20.02	15.95	16.04	15.34	15.18	14.24	* 17.00	19.87	26.53	
2	29.45	20.72	16.51	16.60	15.88	15.71	14.74	17.60	20.57	27.46	
3	30.48	21.45	17.09	17.18	16.43	16.26	15.25	18.21	21.29	28.42	
4	31.54	22.20	17.68	17.78	17.01	16.83	15.79	18.85	22.04	29.41	Sep-22
5	32.65	22.97	18.30	18.41	17.60	17.42	16.34	19.51	22.81	30.44	Sep-23
6	33.79	23.78	18.94	19.05	18.22	18.03	16.91	20.19	23.60	31.51	Sep-24
7	34.97	24.61	19.61	19.72	18.86	18.66	17.50	20.90	24.43	32.61	Sep-25
8	36.20	25.47	20.29	20.41	19.52	19.31	18.12	21.63	25.29	33.75	Sep-26
9	37.46	26.36	21.00	21.12	20.20	19.99	18.75	22.39	26.17	34.93	Sep-27

* first 90 day probationary period rate is \$16.50


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- 2) Upon ratification each bargaining unit employee shall:
 - a) September 1, 2022, all bargaining unit employees employed as a mechanic, bus driver, bus aid, head cook, cook, cook helper, lunch aide, custodian plus and multi-trade shall be placed on step 4 within the corresponding classification of the new salary schedule, custodians will be placed on step 1 of the custodian classification within the salary schedule.
 - b) All non- probationary bargaining unit employees shall advance one step on September 1, 2023.
 - c) All non- probationary bargaining unit employees shall advance one step on September 1, 2024
 - d) All non- probationary bargaining unit employees shall advance one step on September 1, 2025
 - e) All non- probationary bargaining unit employees shall advance one step on September 1, 2026
 - f) All non- probationary bargaining unit employees shall advance one step on September 1, 2027
 - g) The duration of the contract shall be extended until December 31, 2027.
- 3) Upon ratification each bargaining unit employee shall receive a one-time signing bonus of \$750 paid not later than October 1, 2022.
- 4) No later than October 1, 2023, each bargaining unit employee shall receive a one-time payment in the amount of \$750.00.
- 5) Pause Appendix A-1 #13 reopener language for the duration of the agreement.
- 6) Add: to 17.06.03 - *When students are not in attendance for a school day due to an "Act of God," ten (10) month employees will not report to work. For ten (10) month employees, the first three (3) such days will be paid days.*
- 7) Add to Appendix A-1 14 - *Upon promotion within the unit, the bargaining unit employee shall be moved to the new classifications corresponding step of not less than their current hourly rate.*

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- 8) The ten (10) month employees will receive one added holiday to be considered a floating holiday, that shall not be a day when students are in attendance and is mutually agreeable by both parties.
- 9) Remove article 15.01.01, known as the “shut down” language. The number of holidays for 12-month employees shall remain at 11. The one day of July shut down week, shall become one day after Independence Day.
- 10) Article 29.02 update AFSCME address.

11) An increase in longevity as follows:

After 5 years	.50
After 7 years	.65
After 10 years	.75
After 15 years	.85
After 20 years	1.00

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