

August 3, 2021

Re: Byron Area Schools Board of Education and Local 1059.16, AFSCME Council 25, AFL-CIO Letter of Agreement for July 1, 2021 – June 30, 2024 contract updates.

L. Contract re-opener for wages only for 2022-2023, 2023-2024.

7-1-21 1% increase each step (Beginning July 1, 2021 employees will receive their 2020-2021 hourly rate + longevity (pennies) + 1% as their new hourly base wage)

Classification	Starting
Bus Driver	\$ 16.96
Baker	\$ 12.86
Head Cook	\$ 13.46
Kitchen Assistant/Lunch Time Monitor	\$ 12.34
Library Paraprofessional	\$ 12.69
Instructional & Non-Instructional Paraprofessional	\$ 12.63
Playground Paraprofessional	\$ 13.37
Attendance Clerk	\$ 12.34
Secretary	\$ 15.94
Custodian (Day)	\$ 15.74
Custodian (Night)	\$ 16.52
Custodial Overtime (Article 17.B.)	Time & one half
Second Shift Premium (Article 17.B.)	5% Shift Differential
Part-Time Custodial & Food Services Employees (Extra Time for added assignment(s) or Overtime beyond 40 hours/week)	Hourly Rate + \$2.00

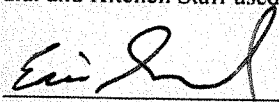
The Board carefully assesses employee attendance in making its staffing decisions (i.e. promotions, etc.) and in employee performance appraisals.

Department meetings paid at hourly rate and will be required unless absence has been preapproved by the supervisor.

School Improvement/Professional Development will be paid for up to eight (8) hours per day at the regular hourly rate of pay plus shift premium if applicable.

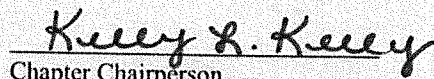
****Custodial and Kitchen Staff used for preparation (set-up) will be paid at regular hourly rate unless overtime.**

BY

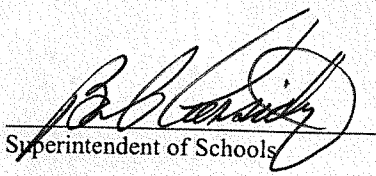

President of the Board

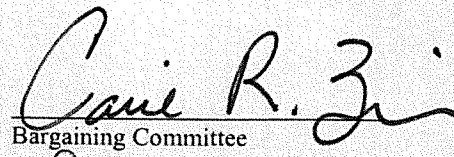

Vice President

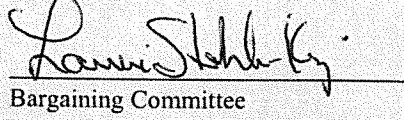
BY

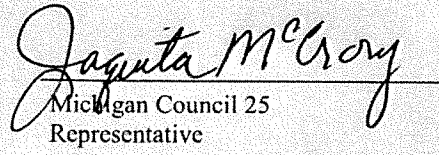

Chapter Chairperson


Bargaining Committee


Superintendent of Schools


Bargaining Committee


Bargaining Committee


Michigan Council 25
Representative