



LETTER OF UNDERSTANDING
 BETWEEN
 ANCHOR BAY SCHOOL DISTRICT
 AND
 AFSCME LOCAL 1688, MICHIGAN COUNCIL 25

The parties agree effective 3/24/2021 to reinstate the Custodian Plus classification of the contract with an hourly rate of \$20.80 per hour. The Custodian classification will be paid a probationary rate of \$14.50 per hour consistent with Article 4.02.01. The parties agree to implement a 5-step salary schedule for the custodian classification. After a successful completion of the probationary period, the custodian will be placed on step 1 of the Schedule A salary schedule for custodians. Custodians who reach top step do not automatically progress to Custodian Plus. Steps are to remain frozen and subject to negotiations.

AFSCME Proposed Salary Schedule

Custodian Plus	\$ 20.80	
Step 5	\$ 18.23	0.87
Step 4	\$ 17.36	0.83
Step 3	\$ 16.54	0.79
Step 2	\$ 15.75	0.75
Step 1	\$ 15.00	0.50
Probationary	\$14.50	

Promotions to Custodian Plus will be made based on qualifications and successfully demonstrating competency in areas such as electrical, plumbing and others as determined by the district. Promotion of Custodians to the Custodian Plus classification rests with the Board consistent with Article 2. All current Custodians will be grandfathered as Custodian Plus. The Board retains the right to determine if vacancies created by grandfathered Custodian Plus positions will be filled as Custodian or Custodian Plus. The parties agree that Head Custodian vacancies must first be filled by employees in the Custodian Plus classification consistent with Article 6.

BOARD OF EDUCATION

AFSCME Local 1688, Council 25


 Todd Rathbun, Interim- Superintendent 3/25/2021
 _____ Date


 Gregg Wheeler, President 3-24-2021
 _____ Date