

LETTER OF AGREEMENT
Between
HOUGHTON LAKE COMMUNITY SCHOOLS
And
TEAMSTERS STATE, COUNTY & MUNICIPAL WORKERS LOCAL 214

WHEREAS the parties have entered into a collective bargaining agreement that expires June 30, 2017; and

WHEREAS the parties, after discussions held October 26, 2015, have mutually agreed to revise portions of the Agreement as follows:

Article 1, Section 1.2 – Definitions

Removed paragraph (2) defining a substitute driver.

Article 14, Section 14.2 – Insurance (Medical, Dental, Vision and Prescription),

The District will contribute 25% of the premium cost of non-medical benefits (dental, vision, Life/LTD) for PAK A subscribers.

Plan B – For employees not electing health insurance

Cash option increased from \$200.00 per month to \$250.00 per month/ 3,000.00 per year (as outlined in the District Section 125 PAK). The 250.00 per month payment is retroactive to July 1, 2015.

Article 19, Section 19 – Miscellaneous

2. A – For trainings and meetings that are mandated by the Employer, the Employee pay will be increased from \$8.00 per hour to minimum wage.

2. B – Maintenance Transits beginning January 1, 2016 shall be paid minimum wage.

Appendix “A” – Houghton Lake Community Schools Salary Schedule (Hourly Rates)

Transportation Support Assistants (Aides) – to be amended as follows:

<u>School Year</u>	<u>2014 - 2017</u>
1 st Year	\$ 9.66

2 nd Year	\$ 9.87
3 rd Year	\$10.16
4 th Year	\$10.42
5 th Year	\$10.66
Field Trip Rate	\$10.05

All other terms and conditions remain unchanged.

FOR THE EMPLOYER:



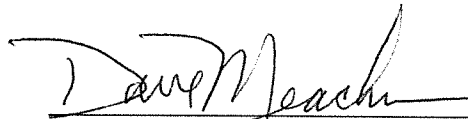
Brent Cryderman
Superintendent



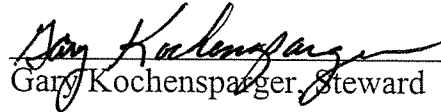
Carrie Hansen,
Director of Finance

5/10/2016
Dated

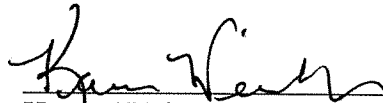
FOR THE UNION:



Dave Meachum
Business Representative



Gary Kochensparger, Steward



Karen Weirauch, Alternate Steward

5/10/2016
Dated