

Letter of Agreement  
Between  
Lake Shore Public Schools  
And  
Lake Shore Federation of Support Staff  
April 10, 2023

**THIS LETTER OF AGREEMENT** (LOA) is made and entered into this 10<sup>th</sup> day of April, 2023, by and between the Board of Education of the Lake Shore Public School District, hereinafter known as the BOARD, and the Lake Shore Federation of Support Staff Local 4793, hereinafter known as the FEDERATION, to facilitate a modification of the 2021-24 Collective Bargaining Agreement (CBA) for the 2023-24 school year, and providing for an extension through 2025-26.

**WHEREAS**, the FEDERATION is the exclusive bargaining representative for all personnel employed by the BOARD, as set forth in Article I, Section 1 of the CBA;

**WHEREAS**, the BOARD and the FEDERATION have agreed to modify the salary schedule and certain matters related to compensation in the CBA for the 2023-24 contract year;

**WHEREAS**, the BOARD and the FEDERATION have agreed to extend the CBA through the 2025-26 contract year;

**WHEREAS**, the BOARD and the FEDERATION have agreed that the terms of this LOA for the 2023-24 contract year and extension through 2025-26 as set forth below shall not constitute a precedent for any future agreement, and shall not constitute the status quo of the CBA for purposes of future negotiations.

**NOW, THEREFORE**, in consideration of the promises and mutual undertakings and agreements of the parties hereto, it is hereby agreed by the BOARD and the FEDERATION as follows:

1. Term of Agreement

11.02 of the CBA is amended as follows:

This Agreement shall be effective July 1, 2023 for a term of three (3) years and shall expire at the end of the day on June 30, 2026.

2. Salary Schedule

Appendix A of the CBA is amended to provide a revised salary schedule for the 2023-24 (see Exhibit 1) contract year. To facilitate the transition from the salary schedule bargained in the 2021-2024 Collective Agreement, Federation staff will be placed on the 2023-24 salary schedule according to the following:

2022-23 Step	2023-24 Lane
3 or 4	A
5-7	B

Federation staff shall be placed in the appropriate classification and lane according to the criteria set forth in the 2024-25 and 2025-26 Salary Schedules (Exhibits 2 and Exhibit 3).

3. Article 9.15 – Retention Pay

This provision will not apply to bargaining unit employees during the 2023-24, 2024-25, and 2025-26 school years. In 2026-27 the retention pay will resume with years of service, and no loss of base pay.

4. Article 9.16 – Retention Incentive

This provision will be removed from the CBA.

5. 6.24 - Step Placement Upon Hiring

New hires will be placed at Lane A on the salary schedule. At the discretion of the Superintendent or designee, new hires may be given credit for related experience within or outside of the LSFSS bargaining unit and placed at Lane B on the salary schedule.

6. 9.07 Paid Holidays

Martin Luther King Jr. Day is added to the list of paid holidays.

7. 10.02 Dental/Optical Insurance

Single coverage dental and optical insurance, as provided by BOARD selected carriers, shall be made available at no-cost to employees who also elect to receive district health insurance. Dental/optical coverage is available to all eligible Federation members who do not receive district health insurance on an employee-paid basis, under the same terms and conditions set forth in Article X, Section 10.01.

8. Entire Agreement

This LOA sets forth all the promises, agreements, conditions, and understandings between the parties relative to the subject matter hereof. There are no promises, agreements or undertakings, either oral or written, expressed or implied between them other than as herein set forth.


9. Amendment of LOA

As issues or concerns arise within the duration of this LOA, the BOARD and FEDERATION may come to an agreement with an addendum or LOA. Except as otherwise provided, no subsequent alteration, amendment, change, or addition to this LOA shall be binding upon the parties hereto unless reduced to writing and duly authorized and signed by each of them.

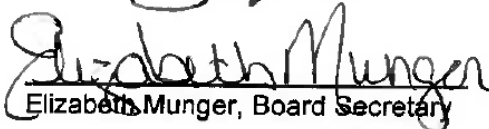
10. Effective Date

This LOA is shall be deemed effective, with implementation on July 1, 2023, upon execution by the authorized representatives of the BOARD and the FEDERATION as set forth below.

BOARD OF EDUCATION  
LAKE SHORE PUBLIC SCHOOLS

  
Kurt Ziegler, Board President

4-24-23  
Date

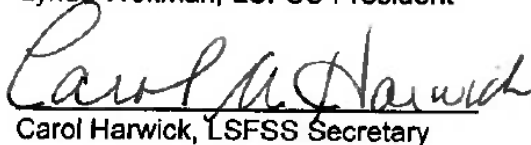
  
Elizabeth Mungen, Board Secretary

4/24/23  
Date

LAKE SHORE FEDERATION OF SUPPORT STAFF  
LOCAL 4793

  
Lynda Woltman, LSFSS President

5/8/23  
Date

  
Carol Harwick, LSFSS Secretary

5/8/23  
Date

**Exhibit 1**

LSFSS 2023-24 Salary Schedule

<b>Classification</b>		Lane <b>A</b> Year 1-3	Lane <b>B</b> Year 4+
<b>A</b>	Elementary Campus Monitor (crossing, lines, hall, parking) Elementary General Ed Teaching Assistant Elementary Recess/Lunchroom Monitor	\$ 13.00	\$ 14.58
<b>B</b>	SACC Caregiver Special Needs Bus Monitor	\$ 14.17	\$ 15.53
<b>C</b>	Middle School Campus Monitor (outside, inside, café, in-house suspension, parking) High School Campus Monitor SACC Team Leader Special Education Lunchroom Monitor	\$ 15.12	\$ 16.52
<b>D</b>	Special Education Teaching Assistant Remedial Title I Paraprofessional/Intervention Specialist	\$ 16.10	\$ 17.54

- Classification A employees at Step 7 in the 2022-23 school year, will be paid at a rate of \$14.75 in 2023-24, and then be placed at Classification A, Lane B in 2024-25.
- Classification A, B, and C, who are active or retired police, EMS, or nurse shall receive a \$1.00 hourly rate increase.
- Classification D employees with an Advanced Degree receive the following hourly rate increase:
  - Associates \$1.00; BA \$2.00; Masters \$3.00

**Exhibit 2**

LSFSS 2024-25 Salary Schedule

<b>Classification</b>		Lane <b>A</b> Year 1-3	Lane <b>B</b> Year 4+
<b>A</b>	Elementary Campus Monitor (crossing, lines, hall, parking) Elementary General Ed Teaching Assistant Elementary Recess/Lunchroom Monitor	\$ 13.39	\$ 15.01
<b>B</b>	SACC Caregiver Special Needs Bus Monitor	\$ 14.60	\$ 16.00
<b>C</b>	Middle School Campus Monitor (outside, inside, café, in-house suspension, parking) High School Campus Monitor Special Education Lunchroom Monitor SACC Team Leader	\$ 15.57	\$ 17.02
<b>D</b>	Special Education Teaching Assistant Remedial Title I Paraprofessional/Intervention Specialist	\$ 16.58	\$ 18.06
<b>E</b>	CI/ECSE Special Education Teaching Assistant	\$ 17.08	\$ 18.56

- Classification A, B, and C, who are active or retired police, EMS, or nurse shall receive a \$1.00 hourly rate increase.
- Classification D and E employees with an Advanced Degree receive the following hourly rate increase:
  - Associates \$1.00; BA \$2.00; Masters \$3.00

**Exhibit 3**

LSFSS 2025-26 Salary Schedule

<b>Classification</b>		Lane <b>A</b> Year 1-3	Lane <b>B</b> Year 4+
<b>A</b>	Elementary Campus Monitor (crossing, lines, hall, parking)		
	Elementary General Ed Teaching Assistant	\$ 13.79	\$ 15.46
	Elementary Recess/Lunchroom Monitor		
<b>B</b>	SACC Caregiver	\$ 15.03	\$ 16.48
	Special Needs Bus Monitor		
<b>C</b>	Middle School Campus Monitor (outside, inside, café, in-house suspension, parking)		
	High School Campus Monitor	\$ 16.04	\$ 17.53
	SACC Team Leader		
<b>D</b>	Special Education Lunchroom Monitor		
	Special Education Teaching Assistant Remedial Title I Paraprofessional/Intervention Specialist	\$ 17.08	\$ 18.61
<b>E</b>	CI/ECSE Special Education Teaching Assistant	\$ 18.08	\$ 19.56

- Classification A, B, and C, who are active or retired police, EMS, or nurse shall receive a \$1.00 hourly rate increase.
- Classification D and E employees with an Advanced Degree receive the following hourly rate increase:
  - Associates \$1.00; BA \$2.00; Masters \$3.00