

Letter of Agreement (LOA)
Calhoun Intermediate School District (CISD)
-and-

**Calhoun Intermediate School District Custodians Chapter, Local 331.02, Michigan Council 25,
American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME)**

This Letter of Agreement is entered into this 19th day of July 2023 between the Board of Education of the Calhoun Intermediate School District (CISD) and the AFSCME (Association).

Staff members covered by the AFSCME agreement will have an additional 2% added to the 2023-24 school year base salary scale (attached).

This Letter of Agreement shall become effective upon ratification by both parties.

The Letter of Agreement is not precedent-setting and cannot be used as evidence of a practice, custom, or policy.

This Letter of Agreement expires on June 30, 2024. Any increases or decreases after that date must be further negotiated by the parties.

FOR THE ASSOCIATION



Glenn Miller
AFSCME President

Date: 7/20/2023

FOR THE DISTRICT



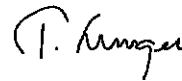
Jessica Clothier
Assistant Superintendent – Human Resources

Date: 7/20/2023



Kori Rafferty
Assistant Superintendent – Finance & Operations

Date: 7/21/2023



Dr. Terance Lungert
Superintendent

Date: 7/21/2023

AFSCME

2023-2024 With 2% LOA (7-19-23)

<u>2023-2024</u>	<u>Custodian I</u>
Step 1	15.47
Step 2	17.47
Step 3	19.74
Step 4	20.08
Step 5	20.37

<u>2023-2024</u>	<u>Custodian II</u>
Step 1	16.05
Step 2	18.03
Step 3	20.32
Step 4	20.64
Step 5	20.96

Day Shift Custodian LOA Schedule 7-19-23

<u>2023-2024</u>	
Step 1	16.66
Step 2	18.61
Step 3	20.91
Step 4	21.22
Step 5	21.56