



**Letter of Understanding
Between Otsego Public Schools and the Otsego Educational Support Personnel Association**

In this letter, the Board of Education will make adjustments to Schedule A (Salary Schedule) for the 2018-2019, 2019-2020, and 2020-2021 school years for para-professionals under the conditions below. This is to adjust the wage difference between existing classifications and the addition of the ASD Program.

Schedule A (Salary Schedule):

- Salary schedule will be adjusted by a total of 5%.
 - Para-professionals will be placed on the new salary schedule for the 2018-2019 school year.
 - Para-professionals will remain on this salary schedule until 2020-2021.
 - Para-professionals will be granted movement to the next column based on years of service along with longevity.

ASD Classification:

- Currently, the Autism Spectrum Disorder (ASD) Paraprofessionals are placed on the special education wage scale and are classified as such for the 2018-19 school year. This Letter of Understanding adds a new classification within OESPA.
- A new classification will be added to the salary schedule for ASD Para-professionals.
 - Years 0-5 \$13.84
 - Years 6-10 \$13.94
 - Years 11-15 \$14.14
 - Years 16-20 \$14.44
 - Years 21-25 \$14.84
 - Years 26+ \$15.24
- Longevity equals the number of years of service at OPS per the current Collective Bargaining Agreement.

Disputes, if any, regarding any aspect of this Letter of Understanding shall be referred to the Superintendent whose decision shall be final.

This Letter of Understanding shall only remain in effect during the current collective bargaining agreement.

For the Otsego Board of Education

For the Otsego Educational Support Personnel Association

Date

Date