

LETTER OF AGREEMENT

between

CEDAR SPRINGS PUBLIC SCHOOLS

- AND -

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 324

The Cedar Springs Public Schools ("The District") and the International Union of Operating Engineers, Local 324 ("Local 324" or "the Union") hereby enter into this Letter of Agreement ("the Agreement") by agreeing to the following:

1. The District and the Union agree to the addition into the Collective Bargaining Agreement for the following positions:
 - Facilities Caretaker
 - Facilities Night Lead
 - Facilities Building Lead
2. The aforementioned positions will receive all rights and benefits as Bargaining Unit Members of the 2022-2024 Collective Bargaining Agreement.
3. The District and the Union agree to the modified Support Staff Salary for 2022-2023 and 2023-2024, initialed, dated and attached.
4. The District and Union recognize some of the new positions listed above will be assigned to the weekend shift. As such, the "normal" work week for weekend shift facility care positions will begin at 12:00 a.m. Thursday and will end at 11:59 p.m. the following Wednesday. Wednesday will be designated the seventh day. Employees who are scheduled on the weekend shift will be entitled to a 2x rate of pay for work performed on Wednesday.

**International Union of Operating Engineers,
Local 324**

Cedar Springs Public Schools

Brian Gangwer
Signature

Scott B. Smith
Signature

Brian Gangwer OE 324 Rep.
Name and Title

Scott B. Smith, Superintendent
Name and Title

11-30-2022
Date

11.30.22
Date

2022-2023

FOOD SERVICE ASSISTANT	15.04	15.43	15.69	16.33	16.71	17.01
COOK	15.42	15.93	16.45	16.95	17.48	17.98
DELIVERY	16.42	16.93	17.45	17.95	18.48	18.98
WORK LEADER	16.07	16.86	17.64	18.42	19.20	19.98
SECRETARY	16.12	16.79	17.72	18.64	19.56	19.98
SPED ASST	15.64	16.38	17.13	17.87	18.61	19.35
PROGRAM ASST	15.64	16.12	16.56	16.95	17.44	18.26
MEDIA SPECIALIST	15.64	16.34	17.05	17.75	18.45	19.15
READING SPECIALIST	15.64	16.38	17.13	17.87	18.61	19.35
TRANSPORTATION ASST	15.64	16.12	16.56	16.95	17.44	17.83
DISPATCHER	16.12	17.12	17.72	18.64	19.56	19.98
MECHANIC	20.21	20.96	21.81	22.68	23.53	24.08
CHIEF MECHANIC	20.96	21.73	22.57	23.45	24.33	25.32
MAINTENANCE I	20.21	20.96	21.81	22.68	23.53	24.08
MAINTENANCE II	20.96	21.73	22.57	23.45	24.33	24.90
ADMIN ASSISTANT	19.80	20.75	21.70	22.65	23.60	24.55
DISTRICT SERV CTR UTILITY	16.26	17.17	18.08	18.99	19.89	20.80
LPN	19.01	19.47	19.94	20.44	20.94	21.47
SECURITY	15.64	16.12	16.56	16.95	17.44	20.32
FACILITIES CARETAKER	15.64	16.12	16.56	16.95	17.44	18.26
FACILITIES NIGHT LEAD	16.89	17.37	17.81	18.20	18.69	19.51
FACILITIES BUILDING LEAD	19.14	19.62	20.06	20.45	20.94	21.76

2023-2024

FOOD SERVICE ASSISTANT	15.38	15.78	16.04	16.70	17.09	17.39
COOK	15.77	16.29	16.82	17.33	17.87	18.38
DELIVERY	16.79	17.31	17.84	18.35	18.90	19.41
WORK LEADER	16.43	17.24	18.04	18.83	19.63	20.43
SECRETARY	16.48	17.17	18.12	19.06	20.00	20.43
SPED ASST	15.99	16.75	17.52	18.27	19.03	19.79
PROGRAM ASST	15.99	16.48	16.93	17.33	17.83	18.67
MEDIA SPECIALIST	15.99	16.71	17.43	18.15	18.87	19.58
READING SPECIALIST	15.99	16.75	17.52	18.27	19.03	19.79
TRANSPORTATION ASST	15.99	16.48	16.93	17.33	17.83	18.23
DISPATCHER	16.48	17.51	18.12	19.06	20.00	20.43
MECHANIC	20.66	21.43	22.30	23.19	24.06	24.62
CHIEF MECHANIC	21.43	22.22	23.08	23.98	24.88	25.89
MAINTENANCE I	20.66	21.43	22.30	23.19	24.06	24.62
MAINTENANCE II	21.43	22.22	23.08	23.98	24.88	25.46
ADMIN ASSISTANT	20.25	21.22	22.19	23.16	24.13	25.10
DISTRICT SERV CTR UTILITY	16.63	17.56	18.49	19.42	20.34	21.27
LPN	19.44	19.91	20.39	20.90	21.41	21.95
SECURITY	15.99	16.48	16.93	17.33	17.83	20.78
FACILITIES CARETAKER	15.99	16.48	16.93	17.33	17.83	18.67
FACILITIES NIGHT LEAD	17.27	17.76	18.21	18.61	19.11	19.95
FACILITIES BUILDING LEAD	19.57	20.06	20.51	20.91	21.41	22.25

B.G.

11-30-2022