Letter of Agreement
between
Spring Lake CMT
And Spring Lake Board of Education

This letter of agreement serves as the contract language changes and additions to cover the accretion of the Paraprofessionals into this agreement.

Article II, Section 1: Recognition and Union Security
New language: "All regular full-time and part-time bus drivers, maintenance, food service, mechanics, paraprofessionals, excluding supervisors and all other employees as certified by the Michigan Employment Relations commission on April 15, 1997 in case No: R97 B-40, October 31, 2001 in case no. ROI 1-125, and on August 6, 2025 in case no. 25-E-0864-RC.

Article VI, section a: Union Rights
New language: The union Grievance Committee is composed of the President, one(1) steward from the maintenance working night shift, one (1) steward from the maintenance working day shift, one (1) steward from the bus drivers, one (1) steward for the food service, and one (1) steward for the paraprofessionals. The union shall furnish a list of stewards to the Employer.

Article VII, section 2, a: Seniority List

a) Between the first student day and September 30th of each year, the Employer shall post and furnish to the Union, a copy of the seniority list of the most senior employee, in seniority order, most senior employees appearing first and listed by the unit" (Unit 1) Bus drivers and (Unit 2) Maintenance and Mechanic, (Unit 3) Food Service, and (Unit 4) Paraprofessionals. The Employer will advise in writing the President of new hires and employees whose seniority is terminated for any reason.

Article VIII, Section 1—Basic Principle:
Seniority shall be applied on a unit basis: (1) Bus Drivers, (2) Maintenance and Mechanic, (3) Food Service, and (4) Paraprofessionals in transfers, layoff, and recall within seniority units based on seniority, qualifications, and ability to perform the job.

Article X, section 1—Paid leaves:

(a) Sick Leave/PTO--the amount of sick leave granted each year is provided for in the individual classification articles in this Agreement (i.e., Transportation, Article XVII; Maintenance and Mechanics, Article XVIII; Food Service, Article XIX; Paraprofessionals, Article XX)

(b) Bereavement Leave - Three (3) paid leave days shall be provided to make arrangements for or to attend the funeral of a spouse, parent, or child (including all in-laws), siblings, grandchildren or grandparents, (including all in-laws). An additional two (2) days of sick leave may be taken for such family members.

(c) Personal Leave - Employees will be allowed two (2) days' leave each year for personal business reasons. These days shall be non-cumulative from year to year and will be deducted from the paid leave days. A personal business day may be used for necessary business or activities of a personal nature that cannot be conducted at any time other than a school day employee's scheduled work time. An employee planning to use personal leave day shall notify his/her supervisor. Requests for personal business days shall be made at least (2) days in advance except in cases of emergency. The employee may be asked to explain the reasons for any personal leave requested for a school day immediately before or after a holiday or vacation period and reasonable restrictions may be imposed on personal leave on such days. Personal leave days shall be available for the practice of individual religious preferences. One additional personal day per year shall be granted for personal business reasons provided such request is due. to unavoidable circumstances. Eligible employees must have accrued 50% or more of their sick day cap. Another personal day with the above parameters shall be granted to employees who have accrued 50% or more of their sick day cap and have ten (10) or more years of service. Paraprofessionals~~/GSRP~~ employees will have their personal leave provided for in the individual classification article in this agreement (Article XX).

Article XV-Longevity Pay

Eligible maintenance/maintenance-mechanic, food service, transportation, and paraprofessional employees will receive longevity pay based on the number of years of service at the completion of the 2026-2027 school year as follows (years of service is defined as the date of hire with the district):

Article XX (new):

PTO days

All eligible full-time employees will be granted 10 days of paid time off (PTO) per year, which may be used for personal, vacation, or illness-related reasons. This policy is designed to meet or exceed the requirements of the Michigan Earned Sick Time Act (ESTA). Part-time employees will be granted PTO on a pro-rated basis.

PTO may be used for:

- Personal or vacation time
- Employee's or family member's illness, injury, or preventative care

- To offset unpaid vacation days (i.e. Christmas vacation, Spring break, winter break—up to ten days)

- Reasons covered under the Michigan ESTA, including but not limited to:
  - Domestic violence or sexual assault
  - School or workplace closures due to public health emergencies
  - Quarantine or public health orders

Employees must provide reasonable advance notice when the use of PTO is foreseeable. When not foreseeable (e.g. illness or emergency), notice shall be provided as soon as practicable. The District limits the use of PTO to 72 hours per year without written approval from the superintendent

This leave will be cumulative from year to year to one hundred (100) days. Upon retirement from the District, eligible employees shall receive one of the following:

1. After 5 years of employment with the District, $10.00 per unused day up to $500.00
2. After 10 years of employment with the District, $25.00 per unused day up to $2,500.00

Holidays

All paraprofessionals will be eligible for the following holidays: Labor Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve Day, Christmas Day, New Year's Day and Memorial Day, provided the employee is regularly employed and shall be paid at their regular straight time rate for the normal number of hours employed.

a) When any of the above holidays occurs on a Saturday or a Sunday, the Friday before or the Monday after shall be considered as the holiday, whichever is more applicable.
b) To be eligible for holiday pay, an employee must work his/her last regularly scheduled workday before the holiday and his/her first regularly scheduled work day after the holiday, unless the employee was excused, on vacation, or on paid leave.
c) Employees may choose to get paid for unpaid time during a school year vacation (i.e. Christmas break or Spring break) by using their PTO.

Hours of Work

a) Tentative work assignments shall be given to each employee not later than seven (7) calendar days prior to the beginning of each school year.
b) Employee's work year shall start at least one (1) workday prior to the first day of the student school year. Additional hours may be scheduled before the start of the employee's work year and will be based on building and classification need as determined by the district.

c) Advance notice of schedule changes shall be given to the affected employees at least seven (7) days prior to the scheduled date of change whenever reasonably possible.
d) All employees working 6.75 hours/ day will receive a fifteen (15) minute paid break.
e) To the extent parapros are required to dispense or administer medication, they shall do so in accordance with the District's formal policy. Employees shall be given a copy of this policy upon employment with the District. Employees will be trained by a licensed medical professional regarding these procedures.
f) Employees who are assigned or volunteer to sub for other employees (provided it works within the work day) shall not take less pay/hour if the role they are substituting for is a lower classification. If a paraprofessional subs for a teacher, they will be paid whichever rate is higher, their current rate or the sub pay.
g) Employees will be provided with the necessary professional development and will be paid their hourly rate to complete the professional development. These will include, but not be limited to, school safety trainings, necessary curriculum trainings, and other mutually agreed to trainings as determined by the SLCMT leadership and administration.

INSURANCE

Section 1.- Full Time Employees (33.75 hours or more)

a) Employes placed in SXI are eligible for health, vision, and dental insurance through the existing unit's MESSA coverage. The District will contribute up to the state mandated cap toward the cost of single subscriber coverage ($7,942 for 2026) for the selected medical plan. Any additional premium cost, including buying up to two-person or full-family coverage will be at the employee's expense through payroll deduction.
b) Employees can elect to receive $6,000/year in lieu of health insurance.

Should the full cost of employing these paraprofessionals not be covered by the Act 18 millage during the life of this contract,they will revert back to the insurance offerings (if any) provided to all other paraprofessionals covered by this agreement.

Section 2.- Retirement Benefits

The Employer agrees to provide an employee who retires pursuant to the Michigan School Employees Retirement System with single person hospitalization insurance from the time the employee retires, provided the employee has attained the age of 59, to the time the employee becomes eligible for Medicare.

Emergency Closing of School

In the event that scheduled student attendance days are canceled due to inclement weather or for other reasons, employees shall not be required to report to work and shall suffer no loss of pay for the first six (6) days during the school year. If the start of the school day is delayed or

students are sent home early due to inclement weather or other circumstances, employees shall receive their normal day's pay.

Section 3: Classifications

For job classification and hourly pay rate purposes, the following general descriptions and provisions shall apply:

"Parapro I" shall mean and include all playground and lunchroom paraprofessionals

"Parapro II" shall mean and include paraprofessionals in regular education classrooms, GSRP support (which does not require a CDA), instructional paras, bus aides, special education paraprofessionals, and interventionists.

"Parapro III" shall mean and include all media leads.

"Parapro IV" shall mean and include all GSRP leads, ASD, IRR, and SXI.

An employee's classification shall be determined by the Employer; and an employee's possession of a certification which is not required for the position to which the employee is assigned will not require a change in his/her classification.

Article XX--

Renumber to XXI

Article XXI

Renumber to XXII

Article XXII

Renumber to XXIII

This letter shall be applicable from today's date, 5/14/2026 to the expiration of the contract, June 30, 2027. This letter will be able to be rolled into the next contract during negotiations for the next Successor Agreement.

Signed for the SL-CMT:

Gerald Wright

Robin Smith

Rebecca L. Schipper
MEA

Signed for SL Public Schools:

Dennis Fuyton

Spring Lake Public Schools
Paraprofessional Wage Scale
REVISED: 04/02/2026

No changes to FY 2025-26 employee classifications (columns):

Parapro I	Playground
Parapro II	Special Education, GSRP Support, General Education, Intervention, Bus Aides
Parapro III	Media
Parapro IV	SXI, ASD, IRR, GSRP Lead

Current Wage Scale	FY 2025-26 Payscale			
Step	I	II	III	IV
1	$13.52	$16.64	$17.68	$20.80
2	$14.56	$18.72	$19.76	$22.88
3	$15.60	$19.76	$20.80	$23.92
4	$15.60	$19.76	$20.80	$23.92
5	$16.64	$20.80	$21.84	$24.96

Proposed Wage Scale	FY 2026-27 Payscale			
Step	I	II	III	IV
1	$15.00	$17.00	$19.00	$20.80
2	$15.50	$18.72	$19.76	$22.88
3	$16.00	$19.26	$20.26	$23.42
4	$16.50	$20.16	$20.84	$24.46
5	$17.00	$20.80	$21.84	$24.96
6	[redacted]	$21.22	$22.28	$25.46
7	[redacted]	$21.64	$22.72	$25.97
8	[redacted]	$22.07	$23.18	$26.49
9	[redacted]	$22.51	$23.64	$27.02
10	[redacted]	$22.96	$24.11	$27.56

Placement:

Employees with six or more years of service at SLPS, will be placed on the step that most closely aligns with years of service
Employees with five or fewer years at SLPS as of 07/01/2026, will advance one step from FY 2025-26 to FY 2026-27
New hires will be placed on the wage scale at the discretion of the Superintendent