LETTER OF AGREEMENT

Between
ASFCME
and
Byron Area Schools Board of Education

2026–2027 Wage Opener

This Letter of Agreement ("Agreement") is entered into by and between the **ASFCME** ("Union") and the **Byron Area Schools Board of Education** ("Board"), collectively referred to as the "Parties."

1. Purpose

The Parties have met and negotiated pursuant to the wage-opener provision applicable to the **2026–2027 school year**. As a result of those negotiations, the Parties have reached the following agreement regarding wages for employees represented by the ASFCME.

2. Wage Increase

Effective **July 1, 2026**, all employees represented by the ASFCME shall receive a **three and one-half percent (3.5%) increase** to their applicable wage rates.

The 3.5% increase shall be applied to the wage schedules/rates in effect immediately prior to July 1, 2026, and shall become the new wage rates for the 2026–2027 school year.

3. Retroactive Compensation

To the extent applicable, any retroactive wages resulting from the implementation of the 3.5% increase shall be paid to eligible employees in accordance with the District's regular payroll practices, following approval and implementation of this Agreement.

4. No Other Changes

Except as expressly modified by this Letter of Agreement, all other terms and conditions of the applicable collective bargaining agreement between the ASFCME and Byron Area Schools shall remain unchanged and in full force and effect.

This Agreement constitutes the complete understanding of the Parties concerning the **2026–2027 wage opener** and shall not be construed to modify any other provision of the collective bargaining agreement.

5. Full Agreement

The Parties acknowledge that they have had the opportunity to negotiate concerning the matters addressed in this Agreement and voluntarily accept the terms contained herein.

This Letter of Agreement shall become effective upon execution by the authorized representatives of both Parties.

ASFCME

Authorized Representative

Printed Name: Debra Murray

Signature: _____

Date: 9-14-2026

BYRON AREA SCHOOLS BOARD OF EDUCATION

Authorized Representative

Printed Name: Tonia Ritter

Signature: _____

Date: 9-21-26