

Letter of Agreement
Between
Lake Shore Public Schools
And
American UNION of State, County, and Municipal Employees Local #1217
February 22, 2024

THIS LETTER OF AGREEMENT (LOA) is made and entered into this 22nd day of February, 2024, by and between the Lake Shore Public School District, hereinafter known as the BOARD, and the American UNION of State, County, and Municipal Employees (AFSCME) Local 4793, hereinafter known as the UNION, to facilitate a modification of the July 1, 2022 – June 30, 2025 Collective Bargaining Agreement (CBA) for the 2023-24 school year, and moving forward.

WHEREAS, the UNION is the exclusive bargaining representative for all personnel employed by the BOARD, as set forth in Article I, Section 1 of the CBA;

NOW, THEREFORE, in consideration of the promises and mutual undertakings and agreements of the parties hereto, it is hereby agreed by the BOARD and the UNION as follows:

1. Effective March 4, 2024 revise Appendix A – Wage Schedule 2022-25 in the CBA, as provided below:

Food Service	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Assistant Cook/Baker	15.55	15.95	16.36	16.78	17.22	17.65	18.09	18.54
Cook Leader	16.82	17.24	17.67	18.64	19.11	20.13	20.63	21.14
Cook/Assistant Leader	16.57	17.00	17.44	17.89	18.35	18.81	19.28	19.76

Food Service	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Cook Leader (HS)	17.24	17.67	18.64	19.11	20.13	20.63	21.14	21.66
Cook Assistant (HS)	17.00	17.44	17.89	18.35	18.81	19.28	19.76	20.25
Baker (HS)	16.78	17.22	17.65	18.09	18.54	19.00	19.48	19.97
Leader (KMS/ELEM/NL/ECC)	16.57	17.00	17.44	17.89	18.35	18.81	19.28	19.76

- Current Leader (Violet), placed at Step 4, effective March 4, 2024
- Current Cook Leader (HS), Cook Assistant (HS), and Baker (HS) placed at Step 7, effective March 4, 2024.

2. Effective May 10, 2024 add Section 7 to Article II of the CBA, as provided below:

Article II

Section 7. Dues Deduction

- A. The UNION shall notify the BOARD in writing no later than September 1 of each school year, of the annual dues amount and provide a list of members who have given written authorization to deduct dues.
- B. The BOARD will send a written authorization form to each employee identified by the UNION, seeking their consent to have dues deducted. Dues deductions shall continue indefinitely until the employee, in writing, revokes his/her authorization by notifying the BOARD.
- C. For all employees, UNION membership dues shall be deducted beginning on the last pay of September or first pay of October and continue for 20 pays in bi-weekly equal installments.
- D. Upon receiving authorization from an employee beginning employment with the BOARD after the start of the school year, the dues amount shall be deducted from the next available period, following the district's payroll schedule.
- E. The BOARD shall not be responsible for collecting retroactive dues payments, collecting dues during an employee's unpaid leave of absence, or collecting dues when the employee's bi-weekly pay is not sufficient to cover their share of dues.
- F. After each pay period in which dues are deducted, the BOARD will forward a check and an itemized payroll report to the UNION treasurer and or designee.
- G. The UNION agrees to defend, indemnify and save the BOARD harmless against-attorney fees and court costs, and any and all claims, suits, or other forms of liability because of compliance with this Article, provided that in the event of any such claim, suit, or action, the BOARD shall give timely notice of such action to the UNION. The BOARD agrees to give full and complete cooperation to the UNION and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both the trial and appellate levels.

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Entire Agreement


This LOA sets forth all the promises, agreements, conditions, and understandings between the parties relative to the subject matter hereof. There are no promises, agreements or undertakings, either oral or written, expressed or implied between them other than as herein set forth.

Effective Date

This LOA is shall be deemed effective as provided above, with implementation upon execution by the authorized representatives of the BOARD and the UNION as set forth below.

LAKE SHORE PUBLIC SCHOOLS


George Lewis, Deputy Superintendent


Date


Mike Salem, AFSCME President

AFSCME LOCAL #1217


Date