

LETTER OF AGREEMENT

between

L'Anse Creuse Board of Education

and

TPOAM 52-Week Support Services Employees

This letter of understanding is between the 52-Week Support Services (TPOAM) and L'Anse Creuse Public Schools for the purpose of defining the rate of compensation for employees that are responsible for the duties of a temporarily unfilled position, in addition to their assigned duties.

For the duration of this contract (expiring 2027), once a posting for an open position closes, if after three weeks the open position has not been filled and a current bargaining unit employee is responsible for the duties of the unfilled position, in addition to the duties of his/her current position, the bargaining unit member's pay shall be increased per the below amounts. Once open position(s) have been filled within their department, the rate of compensation will be removed.

For all assigned overtime worked, Custodial will get \$2.50 added to their hourly rate prior to calculating time and a half.

Bus Mechanics, Grounds, and Maintenance will get \$3.75 added to their hourly rate.

Management continues to reserve its rights specific to Section 4.02:

4.02 Continue its rights, policies and practices of assignment and direction of its personnel, determine the number of personnel and scheduling of all the foregoing and the right to establish, modify or change any work or business or school hours or days but not in conflict with the provisions of this Agreement. A fifteen-minute grace period will be extended to all clock-ins/clock-outs, resetting the clock to employee's scheduled start and end times.

L'Anse Creuse Public Schools:

Signature

2/12/25

Date

TPOAM:

Signature

2.12.25

Date