

Letter of Agreement  
Between  
Lake Shore Public Schools  
And  
Lake Shore Federation of Teachers  
January 24, 2022

**THIS LETTER OF AGREEMENT (LOA)** is made and entered into this 24<sup>th</sup> day of January, 2022, by and between the Board of Education of the Lake Shore Public School District, hereinafter known as the BOARD, and the Lake Shore Federation of Teachers Local 1465, hereinafter known as the FEDERATION.

**WHEREAS**, the FEDERATION is the exclusive bargaining representative for all certified personnel employed by the BOARD, as set forth in Article I, Section 3 of the CBA;

**WHEREAS**, the BOARD and the FEDERATION have agreed to modify the salary schedule and certain matters related to compensation in the CBA for the 2022-23 contract year.

**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 FEDERATION as follows:

1. Salary Schedule

The following salary schedule to take effect at the start of the 2022-23 school year:

Appendix B - 2022-23 Salary Schedule

Step	BA	BA 18+	MA	MA2 & EDS	EDD & PHD
1	\$43,250	\$44,250	\$46,250	\$47,750	\$49,250
2	\$44,750	\$45,750	\$47,750	\$49,250	\$50,750
3	\$46,500	\$47,500	\$50,000	\$51,500	\$53,000
4	\$48,500	\$49,500	\$53,000	\$54,500	\$56,000
5	\$49,500	\$50,500	\$54,500	\$56,000	\$57,500
6	\$51,000	\$52,000	\$56,000	\$57,500	\$59,000
7	\$51,142	\$53,700	\$57,296	\$58,980	\$60,480
8	\$52,642	\$54,700	\$60,296	\$60,914	\$62,414
9	\$54,122	\$55,994	\$62,645	\$63,039	\$64,539
10	\$55,622	\$57,244	\$64,994	\$65,289	\$66,789
11	\$57,276	\$58,423	\$66,512	\$67,420	\$68,920
12	\$59,977	\$61,177	\$70,857	\$72,544	\$74,044
13	\$60,977	\$62,177	\$73,857	\$75,253	\$76,753
14	\$62,096	\$63,336	\$76,247	\$77,961	\$79,461
15	\$64,000	\$65,275	\$83,000	\$84,500	\$86,000

2. Salary Schedule Conversion

To facilitate the transition from the salary schedules bargained in the 2021-2023 Collective Agreement (Appendix B), Federation staff will be placed on the 2022-23 salary schedule according to the following:

2021-22 Step	2022-23 Step
2	1
3	2
4-5	3
6-7	4
8	5
9	6
10	7
11-12	8
13-14	9
15-19	None currently at these steps
20	13
21-22	None currently at these steps
23	15
C	7
D	8
E	9
F	10
G	11
H	None currently at step H
I	12
J	13
K	14
L-M	15

3. One-time payments for duties above-and-beyond regular duties and aligned with pandemic

The BOARD will provide one-time payments for the 2022-23 school year to the following FEDERATION staff:

- A \$5,000 critical need retention bonus, limited to the following positions:
  - Social Workers
  - MOCI/MICI/ECSE Teachers
  - School Psychologists
  - Counselors
  - Speech Pathologists
- Extend Experience Pay (see CBA Appendix B)

4. Mid-Year Step Increase

At the commencement of the second semester in January 2023, the BOARD will provide a mid-year step increase on the salary schedule to Federation employees hired before 2012-13 (those previously on the "letter" schedule).

5. Appendix C Scale

The Appendix C, Extra-Curricular Activities scale is modified to align with the new 2022-23 salary schedule.

**APPENDIX C**

HIGH SCHOOL ACTIVITIES		Factor	BA 1	BA 4	BA 8	BA 15
			<i>1-2 years</i>	<i>3-4 years</i>	<i>5-9 years</i>	<i>10+ years</i>
Football	Head	13.00%	5,622	6,305	6,843	8,320
• Varsity	Asst. (3)	8.50%	3,676	4,123	4,475	5,440
• Junior Varsity	Asst. (2)	8.50%	3,676	4,123	4,475	5,440
• Freshman	Asst. (2)	8.50%	3,676	4,123	4,475	5,440
Basketball (Boys)	Head	13.00%	5,622	6,305	6,843	8,320
• Junior Varsity	Asst.	8.50%	3,676	4,123	4,475	5,440
• Freshman	Asst.	8.50%	3,676	4,123	4,475	5,440
Basketball (Girls)	Head	13.00%	5,622	6,305	6,843	8,320
• Junior Varsity	Asst.	8.50%	3,676	4,123	4,475	5,440
• Freshman	Asst.	8.50%	3,676	4,123	4,475	5,440
Soccer (Boys)	Head	9.50%	4,109	4,608	5,001	6,080
• Junior Varsity	Asst.	5.50%	2,379	2,668	2,895	3,520
• Freshman	Asst.	5.50%	2,379	2,668	2,895	3,520
Soccer (Girls)	Head	9.50%	4,109	4,608	5,001	6,080
• Junior Varsity	Asst.	5.50%	2,379	2,668	2,895	3,520
• Freshman	Asst.	5.50%	2,379	2,668	2,895	3,520
Wrestling	Head	9.50%	4,109	4,608	5,001	6,080
	Asst. (1)	5.50%	2,379	2,668	2,895	3,520
Swim	Boys/Head	9.50%	4,109	4,608	5,001	6,080
	Girls/Head	9.50%	4,109	4,608	5,001	6,080
Swim	Boys/Assistant	5.50%	2,379	2,668	2,895	3,520
	Girls/Assistant	5.50%	2,379	2,668	2,895	3,520
Bowling (Boys/Girls)	Head	5.50%	2,379	2,668	2,895	3,520
	Asst.	3.50%	1,514	1,698	1,842	2,240
Golf (Boys & Girls)	Head	9.50%	4,109	4,608	5,001	6,080
Track (Boys)	Head	9.50%	4,109	4,608	5,001	6,080
	Asst.	5.50%	2,379	2,668	2,895	3,520
Track (Girls)	Head	9.50%	4,109	4,608	5,001	6,080
	Asst.	5.50%	2,379	2,668	2,895	3,520
Cross Country	Boys & Girls	5.50%	2,379	2,668	2,895	3,520

Volleyball	Head	9.50%	4,109	4,608	5,001	6,080
• Junior Varsity	Asst.	5.50%	2,379	2,668	2,895	3,520
• Freshman	Asst.	5.50%	2,379	2,668	2,895	3,520

HIGH SCHOOL ACTIVITIES		Factor	BA 1	BA 4	BA 8	BA 15
			<i>1-2 years</i>	<i>3-4 years</i>	<i>5-9 years</i>	<i>10+ years</i>
Baseball (Boys)	Head	9.50%	4,109	4,608	5,001	6,080
• Junior Varsity	Asst.	5.50%	2,379	2,668	2,895	3,520
• Freshman	Asst.	5.50%	2,379	2,668	2,895	3,520
Baseball	Assistant	5.50%	2,379	2,668	2,895	3,520
Softball (Girls)	Head	9.50%	4,109	4,608	5,001	6,080
• Junior Varsity	Asst.	5.50%	2,379	2,668	2,895	3,520
• Freshman	Asst.	5.50%	2,379	2,668	2,895	3,520
Softball	Assistant	5.50%	2,379	2,668	2,895	3,520
Lacrosse (Boys)	Head	9.50%	4,109	4,608	5,001	6,080
• Assistant	Asst.	5.50%	2,379	2,668	2,895	3,520
• Junior Varsity	Asst.	5.50%	2,379	2,668	2,895	3,520
Lacrosse (Girls)	Head	9.50%	4,109	4,608	5,001	6,080
• Assistant	Asst.	5.50%	2,379	2,668	2,895	3,520
• Junior Varsity	Asst.	5.50%	2,379	2,668	2,895	3,520
Cheerleading	Head	9.50%	4,109	4,608	5,001	6,080
• Assistant	Asst.	5.50%	2,379	2,668	2,895	3,520
• Junior Varsity	Asst.	5.50%	2,379	2,668	2,895	3,520
HS Drama/Musical	Per production	6.00%	2,595	2,910	3,159	3,840
Band Director (9-12)		8.00%	3,460	3,880	4,211	5,120
Pom Poms		3.50%	1,514	1,698	1,842	2,240
Colorguard/Band		3.50%	1,514	1,698	1,842	2,240
HS Vocal Music		6.00%	2,595	2,910	3,159	3,840
Robotics	Head	8.00%	3,460	3,880	4,211	5,120
<b>K-8 ACTIVITIES</b>						
Football	7th	4.50%	1,946	2,183	2,369	2,880
Football	8th	4.50%	1,946	2,183	2,369	2,880
Basketball	7th	4.50%	1,946	2,183	2,369	2,880
Boys & Girls	8th	4.50%	1,946	2,183	2,369	2,880
Cheerleading		2.50%	1,081	1,213	1,316	1,600
Volleyball	7th	4.50%	1,946	2,183	2,369	2,880
Volleyball	8th	4.50%	1,946	2,183	2,369	2,880
Wrestling		4.50%	1,946	2,183	2,369	2,880
Track	7th	4.50%	1,946	2,183	2,369	2,880
Track	8th	4.50%	1,946	2,183	2,369	2,880
Track/Football/CC	Asst.	3.00%	1,298	1,455	1,579	1,920
Cross Country		3.00%	1,298	1,455	1,579	1,920
Band (6-8)		4.00%	1,730	1,940	2,106	2,560
Vocal (6-8)		2.00%	865	970	1,053	1,280

<b>Extra-Curricular Program/Compensation</b>		<b>Factor</b>	<b>BA1</b>	
<b>High School Activities</b>	Freshman Advisor	2.00%	865	
	Sophomore Advisor	2.00%	865	
	Junior Advisor	4.00%	1,730	
	Senior Advisor (2)	4.00%	1,730	
	Student Congress	4.50%	1,946	
	Yearbook	9.00%	3,893	
	Honor Society	2.50%	1,081	
	SIP/PLC Chair*	8.00%	3,460	
	SADD	2.50%	1,081	
	Art Club	2.00%	865	
	Media Productions	3.00%	1,298	
	Key Club	3.00%	1,298	
	School Newspaper (Shoreline)	2.00%	865	
	Business Professionals of America	2.50%	1,081	
	Excellence, Spirit, Pride (ESP)	2.50%	1,081	
	Student Store	2.50%	1,081	
	Auditorium Supervisor	4.00%	1,730	
	Health Occupations Student Association (HOSA) Advisor	3.50%	1,514	
	<b>Academy Coordinators</b>	Fine & Performing Arts	8.00%	3,460
		Math & Engineering	8.00%	3,460
		Science & Health	8.00%	3,460
Mfg. & Industry Tech.		8.00%	3,460	
Communication Arts		8.00%	3,460	
Social Science		8.00%	3,460	
Bus. & Entrepreneurship		8.00%	3,460	
Independent Practical Art		8.00%	3,460	
Support Staff		8.00%	3,460	
<b>K-8 Activities</b>	Yearbook (6-8)	3.00%	1,298	
	Jr. N Honor Society (7-8)	2.00%	865	
	Student Council (Elem)	2.00%	865	
	Student Council (MS)	2.00%	865	
	Bus Supervisor (2)	4.50%	1,946	
	Service Squad (K-5)	3.00%	1,298	
	Safety Patrol (K-5)	3.00%	1,298	
	Camp (6)	1.00%	432	
	SIP/PLC (K-8)*	8.00%	3,460	
	Team Leaders (5)	2.00%	865	
	SADD (6-8)	2.00%	865	
	Video Productions (WKMS)	2.00%	865	
	Student Store	2.50%	1,081	
	Spelling Bee Coordinator	1.50%	649	
	Web Leaders	2.50%	1,081	
	Elementary Music (1 per building)	2.00%	865	
	Elementary/Middle School Drama Club (2 per building at 1% per production)	1.00%	432	
Robotics	2.00%	865		

	Mackinac Trip Coordinator (1 per elementary)	1.50%	649
	Builders Club	2.50%	1,081
<b>Districtwide</b>	Instrumental Music Coordinator	4.00%	1,730
	Art Show Coordinator	2.00%	865

6. 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.


7. Amendment of LOA

Except as otherwise provided, no subsequent alteration, amendment, change, or addition to this LOA shall be binding upon the parties hereto unless reduced to writing and duly authorized and signed by each of them.

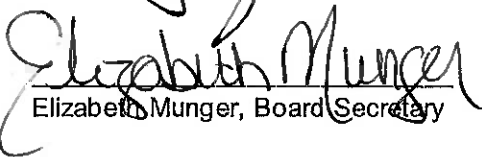
8. Effective Date

This LOA is shall be deemed effective, with implementation on August 31, 2022, upon execution by the authorized representatives of the BOARD and the FEDERATION as set forth below.

BOARD OF EDUCATION  
LAKE SHORE PUBLIC SCHOOLS

  
Kurt Ziegler, Board President

1-24-2022  
Date

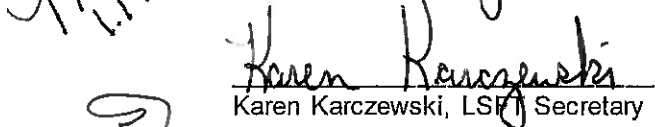
  
Elizabeth Munger, Board Secretary

1/24/22  
Date

LAKE SHORE FEDERATION OF TEACHERS  
LOCAL 1465, AMERICAN FEDERATION OF TEACHERS

  
Mistie Ryan, LSFT President

1.24.22  
Date

  
Karen Karczewski, LSFT Secretary

1-24-22  
Date

  
1/17/22