



# Kalkaska Public Schools

Rich Heitmeyer, Superintendent

THIS LETTER OF AGREEMENT by and between the Kalkaska Board of Education (Employer) and the Kalkaska Association of Support Staff Employees/MEA/NEA (Association) sets forth the understanding and agreements of the parties.

It is further agreed that this agreement will expire with the current contract on August 31, 2026.

WHEREAS,

1. The parties recognize that there is a shortage of bus drivers.

THEREFORE, THE EMPLOYER AND THE ASSOCIATION AGREE that the language shall be clarified as shown below for bus drivers:

1. \$1.00 per hour pay increase to begin 04/03/2023. This rate increase will be incorporated in the current pay scale.
2. \$1.00 per hour pay increase to begin at the start of the 2024/2025 School year. This rate increase will be incorporated in the current pay scale.
3. \$500.00 sign on bonus given to new bus drivers hired after 04/03/2023 and the referring employee after 130 contract days of successful employment.
4. All employees of the bargaining unit will have a ninety calendar day (90) probationary period excluding any school recesses.

THIS LETTER OF AGREEMENT IS EXECUTED by the parties on this 22<sup>nd</sup> day of March 2023.

For the Employer:

For the Association:

Rick Heitmeyer  
Superintendent of Schools

Jessica Davenport / Krystal Tinker  
KEA Co-Presidents

# ARTICLE 31

## Salary Schedules

### Bus Drivers (Contracted for 180 days)

(Hourly Rate)

	2022-23	2023-24	2024-25	2025-26
Annual Steps, <b>Effective 04/03/2023</b>				
1-2	17.00	17.35	18.75	19.00
3-4	17.35	17.75	19.00	19.25
5-6	17.75	18.00	19.25	19.50
7-8	18.00	18.25	19.50	19.75
9-10	18.35	18.75	20.00	20.25