



Letter of Agreement
Between the
Bay Arenac Intermediate School District (BA ISD)
And
United Steelworkers AFL-CIO-CLC (USW)

The Bay-Arenac Intermediate School District and the BAISD United Steelworkers AFL-CIO-CLC are parties to the Collective Bargaining Agreement (CBA) covering the 2022-25 school year. It has been agreed that a Letter of Agreement would be created in relation to USW Student Support Specialists who participated in Discover You training specific to Article VI Conditions of Employment and Article XXI Wages.

The United Steelworkers Student Support specialists will be compensated an additional \$8.50 per hour while instructing the students at the Bay-Arenac ISD Career Center on Discover You material learned at a District-sponsored training. All training times must be identified and submitted to the building administrator prior to being paid for the hours identified. If at any time the building administrator does not feel that the Discover You training will be continued, the program will expire, and this LOA will be void.

It is understood that this Letter of Agreement sunsets on June 30, 2025, and constitutes the entire agreement of the parties in regard to the aforesaid matter, under the conditions so stipulated herein, and as such shall not affect or otherwise modify, nor be deemed precedent-setting with respect to the Collective Bargaining Agreements and/or the policies and procedures of the Board of Bay Arenac ISD.

<p><u><i>[Signature]</i></u> 10/5/23 Bay-Arenac Steelworker President Date</p>	<p><u><i>Alley Smith-Moses</i></u> 10/5/23 Bay-Arenac Steelworker Unit Secretary Date</p>
<p><u><i>[Signature]</i></u> 10/5/23 Bay-Arenac Steelworker Unit Griever Date</p>	<p><u><i>Michael J. Uman</i></u> 10/5/23 Superintendent Date</p>