

**Letter of Understanding  
Between  
Anchor Bay Board of Education  
And  
Anchor Bay Education Association, MEA-NEA**

**Re: Longevity**

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2022–2027 school years. In addition to the terms and conditions of the Collective Bargaining Agreement, the Anchor Bay Board of Education, hereinafter referred to as “District,” and Anchor Bay Education Association, hereinafter referred to as “Association”, hereby agree that the longevity language contained in the Collective Bargaining Agreement covering the 2022-2027 school years shall be changed as follows:

17.08: An annual longevity payment, in accordance with the schedule below, shall be made in ~~December following~~ **June** in the year in which the teacher reaches the year of service in the District, specified in the schedule below:

Year 6-8:	\$500
Year 9-12:	\$800
Year 13-15:	\$1200
Year 16-20:	\$1500
Year 21-25:	\$2000
Year 26-30:	\$2500
Year 30+	\$3000

~~A bargaining unit employee in his/her twelfth year of service in the 2021–2022 school year will be paid eighty dollars (\$80.00) for each year of service (\$960) to be paid in December of 2022.~~

A bargaining unit employee with 38 or more years of service in the 2021-2022 school year shall be paid in accordance with the previous language in the 2019-2021 collective bargaining agreement.

- An annual longevity payment of eighty dollars (\$80.00) for each year of service in the District shall be made in ~~December following~~ **June** in the year in which the teacher reaches the year of service in the District and each year thereafter.

**In the event a teacher does not complete the school year or is employed for less than a full school year, the longevity payment shall be prorated based upon a ratio of the number of workdays such teacher worked to the number of scheduled workdays.**

A bargaining unit employee on the top step in the 2020-2021 school year shall receive an additional \$200 longevity payment in ~~December~~ **June** of 2023-2024, 2024-2025, 2025-2026, and 2026-2027. **In the event a teacher does not complete the school year or is employed for less than a full school year, the longevity payment shall not be prorated and shall be paid upon termination of employment.**

A bargaining unit employee on the top step in the 2020-2021 school year that terminates employment with the District before the end of the 2026-2027 school year shall receive the remaining amount of the total eight hundred-dollar (\$800.00) longevity payment not yet received. ~~if he/she notifies the district of his/her termination of employment at the end of that school year no later than December 31st of the that same school year.~~ **In the event a teacher does not complete the school year or is employed for less than a full school year, the longevity payment shall not be prorated and shall be paid upon termination of employment.**

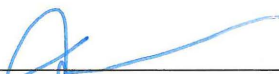
~~17.08.01: Eligible teachers that terminate employment with the District as of June 30 and provide written notice to the Human Resources Director by the last actual teacher work day of that school year and complete their school year assignment will be paid their annual longevity payment as provided in 17.08.~~

This Agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the parties.

Anchor Bay School District

Anchor Bay Education Association, MEA-NEA

By:  \_\_\_\_\_

By:  \_\_\_\_\_

Date: 4/12/23 \_\_\_\_\_

Date: 4/12/23 \_\_\_\_\_

Phil Jankowski

Jamie Pietron

Superintendent

President

Anchor Bay School District

Anchor Bay Education Association, MEA-NEA