

Letter of Agreement between

AFSCME Local 1688

And

Anchor Bay School District

The Union 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 AFSCME Local 1688, Michigan Council 25, hereinafter referred to as "Union", hereby agree as follows:

17.05: Actively working bargaining unit employees retiring as of June 30<sup>th</sup> under the Michigan Public School Employment Retirement System, and when the district receives written notice by March 1<sup>st</sup>, an employee with ten or more years of consecutive service shall receive payment for his/her unused accrued sick leave days earned under Section 17.01.01 at a rate of forty-five dollars (\$45.00) per day. Employees with fewer than ten (10) years of consecutive employment shall be paid out sixty percent (60%) of their accrued sick leave days not to exceed twenty-seven (27) days at a rate of forty-five dollars (\$45.00) per day.

~~17.06.03 Ten (10) month employees may use up to three (3) sick leave days per year for "Act of God" days. Any additional "Act of God" days after the first three (3) "Act of God" days, ten (10) month employees may elect to use personal or vacation days.~~

17.06.03 When students are not in attendance for a school day due to an "Act of God", or "Other Conditions", ten-month employees will not report to work. As a measure of income protection, ten-month employees shall receive their regular pay on the first three (3) "Act of God" days provided the employee does not have any current non-compensated absences and did not have any non-compensated absences in the previous school year. Such days shall not accumulate and are not subject to any type of pay out. Any additional "Act of God" days after the first three (3) "Act of God" days, ten (10) month employees may elect may use up to three (3) previously accrued sick leave, personal, or vacation days per year for "Act of God" days.

07.04 Ten month bargaining unit employees who have previously accrued a minimum of sixty (60) or more sick hours may use sick leave, personal or vacation time during the school year for days when students are not in attendance, otherwise known as non-instructional days. Days must be used in full day/ bid time increments.

Anchor Bay School District

AFSCME Council 25, Local 1688



Phil Jankowski  
Superintendent  
Anchor Bay School District

Greg Wheeler  
President AFSCME Local 1688

Date: 3-6-25

Date: 3-6-2025