

Letter of Understanding
between
Anchor Bay Education Association, MEA-NEA
and
The Anchor Bay Board of Education

Re: Counseling Caseload Overages

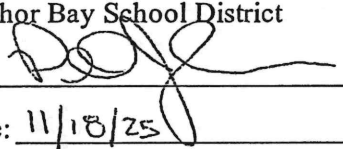
The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2022–2027 school years. In addition to the terms and conditions of the Collective Bargaining Agreement, the Anchor Bay Board of Education, hereinafter referred to as “District, and Anchor Bay Education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

Anchor Bay High School is currently operating with one less counselor than in previous years, requiring the students to be covered by the rest of the counseling staff.

In recognition of the additional duties and responsibilities listed herein, any counselor providing such coverage will be paid an additional sum of \$200 for the first trimester, and \$500 per each future trimester until the counseling position is filled.

This Letter of Understanding is for the 2025-26 school year and 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.

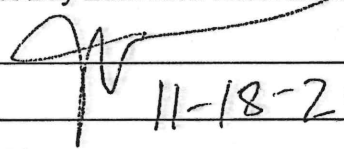
Anchor Bay School District

By:  _____

Date: 11/18/25 _____

Phil Jankowski
Superintendent
Anchor Bay School District

Anchor Bay Education Association, MEA-NEA

By:  _____

Date: 11-18-25 _____

Jamie Pietron
President
Anchor Bay Education Association, MEA-NEA