

**Letter of Understanding**  
**between**  
**AFSCME Local 1688, Michigan Council 25**  
**and**  
**The Anchor Bay School District**

- All non-instructional staff covered by the AFSCME Agreement with the District who are current employees as of June 30, 2024 shall receive a bonus as indicated below to be paid in July of 2024.

**3-5 years of service - Bonus \$400**  
**6-8 years of service - Bonus \$500**  
**9-12 years of service - Bonus \$750**  
**13-15 years of service - Bonus \$1000**  
**16-20 years of service - Bonus \$1200**  
**21-25 years of service - Bonus \$1500**  
**26-30 years of service - Bonus \$1800**  
**31-36 years of service - Bonus \$2000**

- The District, in its sole discretion, may utilize a signing bonus to attract qualified candidates to open staff positions. The amount of the signing bonus, when the signing bonus will be offered and the timing of the payment of the signing bonus will be determined by the District.
- District Proposes to eliminate the probationary rate for custodians.
- Multi-trade Helper Wage and Step Scale will be as follows:

Step	Wage
1	\$ 17.00
2	\$ 17.60
3	\$ 18.21
4	\$ 18.85
5	\$ 19.51
6	\$ 20.19
7	\$ 20.90
8	\$ 21.63
9	\$ 22.39

*Gary White*  
7-11-2024

*TMR*  
7-11-24