

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

**Re: Counselor Caseload Overage Pay**

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:

The District is currently operating with two (2) vacant counselor positions, requiring Abby Adams and Jill Gano to assume additional duties and responsibilities. The Board and Association enter this Letter of Agreement (“LOA”) to memorialize related “6th Hour Pay” compensation, as defined by Article 17.02 of the parties' Collective Bargaining Agreement (“Agreement”):

*“For teaching assignments in excess of six (6) hours a day, teachers will be compensated at the teacher's hourly rate for each hour so employed... A teacher's daily wage rate shall be determined by dividing the annual wage by the number of teacher days in the current school year. A full time teacher's hourly rate shall be determined by dividing the daily rate by six (6).”*

The District and the Association agree as follows:

1. While both counselor positions remain vacant, Abby Adams and Jill Gano shall each receive 6th Hour Pay under Article 17.02. This pay shall continue at its then-current level unless and until adjusted or discontinued in accordance with Paragraph 2.
2. Upon the filling of the first vacant counselor position, Abby Adams and Jill Gano shall each receive additional 6th Hour Pay, calculated at their then-current daily 6th Hour Pay rate, continuing for five (5) business days, in recognition of the transition period associated with the new hire. Following the conclusion of this five (5) business day period, Abby Adams and Jill Gano shall split 6th Hour Pay equally, and such split pay shall continue until the second vacant position is filled. Upon the filling of the second vacant position, split 6th Hour Pay shall continue for an additional five (5) business days as a transition period, after which 6th Hour Pay shall cease.
3. 6th Hour Pay shall be retroactive to August 31, 2026 (the first student day of the 2026–2027 school year) and shall apply until it ceases or is modified per Paragraph 1. Payment, including retroactive amounts, shall begin on the first payroll date reasonably possible following full execution of this LOA.
4. Written Notice. Within ten (10) business days of execution, the District shall notify Abby Adams and Jill Gano in writing of their individual daily 6th Hour Pay amount.

This agreement shall expire on June 9, 2027, unless there is written agreement between the parties to extend it.

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

By: 

Date: 9/22/26

Phil Jankowski

Superintendent

Anchor Bay School District

Anchor Bay Education Association, MEA-NEA

By: 

Date: 9/22/26

Kellie Mackesy

President

Anchor Bay Education Association, MEA-NEA