

LETTER OF AGREEMENT 2021-2025 ESP Contract

As a result of discussions between Lake Superior State University and Educational Support Personnel MEA/NEA, regarding Section 58. Wages, the parties hereby agree without precedent, to amend Section 58.A Wage Rate Pay Scale.

The 2020-2025 contract Section 58.A salary schedule is:

| Level | 2020-2021 | | 2021-2022 | | 2022-2023 | | 2023-2024 | | 2024-2025 | |
|-------|-----------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|---------|
| | Scale II | Scale I | Scale II | Scale I | Scale II | Scale I | Scale II | Scale I | Scale II | Scale I |
| 4 | 14.16 | 15.45 | 14.58 | 15.91 | 14.93 | 16.26 | 15.31 | 16.67 | 15.66 | 17.02 |
| 5 | 14.42 | 15.78 | 14.85 | 16.25 | 15.20 | 16.60 | 15.58 | 17.02 | 15.93 | 17.37 |
| 6 | 14.70 | 16.12 | 15.14 | 16.60 | 15.49 | 16.95 | 15.89 | 17.38 | 16.23 | 17.73 |
| 7 | 14.95 | 16.46 | 15.40 | 16.95 | 15.75 | 17.30 | 16.14 | 17.74 | 16.49 | 18.09 |
| 8 | 15.20 | 16.79 | 15.66 | 17.29 | 16.01 | 17.64 | 16.41 | 18.08 | 16.76 | 18.43 |
| 9 | 15.48 | 17.12 | 15.94 | 17.63 | 16.29 | 17.98 | 16.70 | 18.43 | 17.05 | 18.78 |
| 10 | 15.76 | 17.43 | 16.23 | 17.95 | 16.58 | 18.30 | 17.00 | 18.76 | 17.35 | 19.11 |
| 11 | 16.13 | 17.89 | 16.61 | 18.43 | 16.96 | 18.78 | 17.39 | 19.25 | 17.74 | 19.60 |
| 12 | 16.66 | 18.59 | 17.16 | 19.15 | 17.51 | 19.50 | 17.95 | 19.99 | 18.30 | 20.34 |
| 13 | 17.05 | 19.08 | 17.56 | 19.65 | 17.91 | 20.00 | 18.36 | 20.50 | 18.71 | 20.85 |
| 14 | 17.91 | 20.18 | 18.47 | 20.79 | 18.82 | 21.14 | 19.29 | 21.66 | 19.64 | 22.01 |
| 15 | 18.23 | 20.48 | 18.78 | 21.09 | 19.13 | 21.44 | 19.61 | 21.98 | 19.96 | 22.33 |
| 16 | 18.53 | 20.78 | 19.09 | 21.40 | 19.44 | 21.75 | 19.92 | 22.30 | 20.27 | 22.65 |
| 17 | 18.83 | 21.08 | 19.39 | 21.71 | 19.74 | 22.06 | 20.24 | 22.61 | 20.59 | 22.96 |
| 18 | 19.13 | 21.38 | 19.70 | 22.02 | 20.05 | 22.37 | 20.56 | 22.93 | 20.91 | 23.28 |
| 19 | 19.43 | 21.68 | 20.01 | 22.33 | 20.36 | 22.68 | 20.87 | 23.25 | 21.22 | 23.60 |
| 20 | 19.73 | 21.98 | 20.32 | 22.64 | 20.67 | 22.99 | 21.19 | 23.56 | 21.54 | 23.91 |
| 21 | 20.03 | 22.28 | 20.63 | 22.95 | 20.98 | 23.30 | 21.51 | 23.88 | 21.86 | 24.23 |
| 22 | 20.33 | 22.58 | 20.94 | 23.26 | 21.29 | 23.61 | 21.82 | 24.20 | 22.17 | 24.55 |
| 23 | 20.63 | 22.88 | 21.25 | 23.57 | 21.60 | 23.92 | 22.14 | 24.51 | 22.49 | 24.86 |
| 24 | 20.93 | 23.18 | 21.56 | 23.88 | 21.91 | 24.23 | 22.46 | 24.83 | 22.81 | 25.18 |
| 25 | 21.23 | 23.48 | 21.87 | 24.18 | 22.22 | 24.53 | 22.77 | 25.15 | 23.12 | 25.50 |
| 26 | 21.53 | 23.78 | 22.18 | 24.49 | 22.53 | 24.84 | 23.09 | 25.46 | 23.44 | 25.81 |
| 27 | 21.83 | 24.08 | 22.48 | 24.80 | 22.83 | 25.15 | 23.41 | 25.78 | 23.76 | 26.13 |
| 28 | 22.13 | 24.38 | 22.79 | 25.11 | 23.14 | 25.46 | 23.72 | 26.10 | 24.07 | 26.45 |
| 29 | 22.43 | 24.68 | 23.10 | 25.42 | 23.45 | 25.77 | 24.04 | 26.41 | 24.39 | 26.76 |
| 30 | 22.73 | 24.98 | 23.41 | 25.73 | 23.76 | 26.08 | 24.36 | 26.73 | 24.71 | 27.08 |

Both parties agree to add level 31-42 as follows:

| Level | 2020-2021 | | 2021-2022 | | 2022-2023 | | 2023-2024 | | 2024-2025 | |
|-------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|
| | Scale II | Scale I | Scale II | Scale I | Scale II | Scale I | Scale II | Scale I | Scale II | Scale I |
| 31 | \$ 23.03 | \$ 25.28 | \$ 23.72 | \$ 26.04 | \$ 24.07 | \$ 26.39 | \$ 24.67 | \$ 27.05 | \$ 25.02 | \$ 27.40 |
| 32 | \$ 23.33 | \$ 25.58 | \$ 24.03 | \$ 26.35 | \$ 24.38 | \$ 26.70 | \$ 24.99 | \$ 27.36 | \$ 25.34 | \$ 27.71 |
| 33 | \$ 23.63 | \$ 25.88 | \$ 24.34 | \$ 26.66 | \$ 24.69 | \$ 27.01 | \$ 25.31 | \$ 27.68 | \$ 25.66 | \$ 28.03 |
| 34 | \$ 23.93 | \$ 26.18 | \$ 24.65 | \$ 26.97 | \$ 25.00 | \$ 27.32 | \$ 25.62 | \$ 28.00 | \$ 25.97 | \$ 28.35 |
| 35 | \$ 24.23 | \$ 26.48 | \$ 24.96 | \$ 27.27 | \$ 25.31 | \$ 27.62 | \$ 25.94 | \$ 28.32 | \$ 26.29 | \$ 28.67 |
| 36 | \$ 24.53 | \$ 26.78 | \$ 25.27 | \$ 27.58 | \$ 25.62 | \$ 27.93 | \$ 26.26 | \$ 28.63 | \$ 26.61 | \$ 28.98 |
| 37 | \$ 24.83 | \$ 27.08 | \$ 25.57 | \$ 27.89 | \$ 25.92 | \$ 28.24 | \$ 26.57 | \$ 28.95 | \$ 26.92 | \$ 29.30 |
| 38 | \$ 25.13 | \$ 27.38 | \$ 25.88 | \$ 28.20 | \$ 26.23 | \$ 28.55 | \$ 26.89 | \$ 29.27 | \$ 27.24 | \$ 29.62 |
| 39 | \$ 25.43 | \$ 27.68 | \$ 26.19 | \$ 28.51 | \$ 26.54 | \$ 28.86 | \$ 27.21 | \$ 29.58 | \$ 27.56 | \$ 29.93 |
| 40 | \$ 25.73 | \$ 27.98 | \$ 26.50 | \$ 28.82 | \$ 26.85 | \$ 29.17 | \$ 27.52 | \$ 29.90 | \$ 27.87 | \$ 30.25 |
| 41 | \$ 26.03 | \$ 28.28 | \$ 26.81 | \$ 29.13 | \$ 27.16 | \$ 29.48 | \$ 27.84 | \$ 30.22 | \$ 28.19 | \$ 30.57 |
| 42 | \$ 26.33 | \$ 28.58 | \$ 27.12 | \$ 29.44 | \$ 27.47 | \$ 29.79 | \$ 28.16 | \$ 30.53 | \$ 28.51 | \$ 30.88 |

The change will go into effect after execution of this Letter of Agreement.

FOR THE UNIVERSITY

Wendy Beale

2/23/22

DATE:

FOR THE UNION

Dee Anne

23 Feb. 22

DATE: