

# **Letter of Agreement between GESPA and Gladwin Community Schools**

## **2020-2021 School Year COVID Conditions & Wage Re-opener**

1. Coronavirus related sick leave will not be deducted from employee paid sick leave. Examples include but are not limited to:
  - A. Coming in contact with any staff member who tests positive
  - B. Coming in contact with a student who tests positive
  - C. Testing positive for Coronavirus
  - D. Having symptoms of Coronavirus
  
2. Within 2 weeks of the State determining the per pupil foundation allowance, the District agrees to reopen wage negotiations for any potential wage increases.

LETTER OF AGREEMENT  
BETWEEN  
GLADWIN SCHOOLS SUPPORT STAFF ASSOCIATION  
AND  
GLADWIN COMMUNITY SCHOOLS  
Addendum to the 2020-2021 GSSSA Bargaining Agreement  
Merit Pay

For the 2020-21 School Year only, the Gladwin Community Schools agrees to the following merit pay for GSSSA support staff members:

1. All full time (30 or more hours per week) 10, 11 and 12 month employees shall receive merit pay totaling \$1,500. Fifty percent shall be included in the December 18, 2020 payroll and the remaining fifty percent shall be included with the June 4, 2020 payroll. You must be actively employed during those payroll periods to receive the merit pay.
2. All full time (30 or more hours per week) school year employees shall receive merit pay totaling \$1,000. Fifty percent shall be included in the December 18, 2020 payroll and the remaining fifty percent shall be included with the June 4, 2020 payroll. You must be actively employed during those payroll periods to receive the merit pay.
3. All remaining employees working half time or part time hours shall receive merit pay totaling \$500. Fifty percent shall be included in the December 18, 2020 payroll and the remaining fifty percent shall be included with the June 4, 2020 payroll. You must be actively employed during those payroll periods to receive the merit pay.

For clarification purposes:

1. The December 18, 2020 payroll shall be defined as the pay period of November 30 – December 13, 2020. The June 4, 2020 payroll shall be defined as the pay period of May 17 – 30, 2021.
2. Actively employed shall be defined as any support staff personnel who is actively working and/or earning wages during the payroll periods of November 30 – December 13, 2020 and May 17 – 30, 2021.