

LAKWOOD EDUCATION SUPPORT PERSONNEL ASSOCIATION
AND
LAKWOOD PUBLIC SCHOOL BOARD OF EDUCATION

(TENTATIVE) LETTER OF AGREEMENT

The Lakewood Education Support Personnel Association and Lakewood Public Schools Board of Education agree to the following:

- 1) The wage for bus drivers will be \$20/hour effective the next full pay period after tentative agreement of this Letter of Agreement
- 2) Bus drivers will receive a \$375 retention payment in the first pay of the month for the months of November, 2021 – June, 2022.
- 3) LESPA employees will earn one (1) sick day per month for the months of August through May provided said employee has worked more than fifty percent (50%) of the month to be eligible for that month's sick day.

regularly scheduled work days in the P.R. 8/25

In order to be eligible for payment of sick leave, a bargaining unit member must notify his/her supervisor (or an individual designated by the supervisor) of absence not later than one (1) hour prior to the start of the work day unless in an emergency and then as soon as practical.

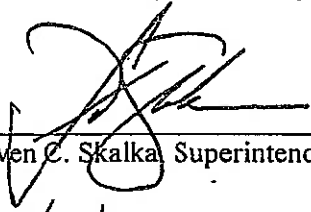
LESPA employees will earn two (2) personal leave days per year.

One (1) sick or personal day is equal to the employee's regularly scheduled hours.

Sick and personal days will accumulate without limit.

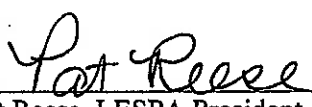
This provision will expire on June 30, 2024 at which time it will become a subject of collective bargaining.

It is understood that these changes being agreed do not establish precedent or practice as related to any future similar requests during the life of the current master agreement.



Steven C. Skalka, Superintendent

10/12/21
Date



Pat Reese, LESPA President

10/12/21
Date