



March 15, 2022

This Letter of Agreement between the SEIU 517M Paraprofessional Unit of Three Rivers Community Schools together with the Three Rivers Community Schools have agreed upon the following:

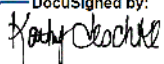
Both parties mutually agree to modify the following language of the 2021-2024 SEIU paraprofessional contract to read;

- **Current language:**

5.9 Substituting. Each year the district will publish a list of Paraprofessionals who are qualified to substitute. This list shall include verification to show paraprofessional daily rate to sub rate. These paraprofessionals will then be permitted by the district to sub and will receive a "subbing" pay line on the time clock log in. The hourly rate for subbing will be \$16 across the board. When a qualified paraprofessional (one who has satisfied the state law for college credit hours) fills in for a teacher, the paraprofessional will be paid at the substitute rate or his/her regular hourly wage, whichever is higher.

- **New Language:**

5.9 Substituting. *Each year the district will publish a list of Paraprofessionals who are qualified to substitute. This list shall include verification to show paraprofessional daily rate to sub rate. These paraprofessionals will then be permitted by the district to sub and will receive a "subbing" pay line on the time clock log in. The hourly rate for subbing will be **\$18.57 per hour** across the board. When a qualified paraprofessional (one who has satisfied the state law for college credit hours) fills in for a teacher, the paraprofessional will be paid at the substitute rate or his/her regular hourly wage, whichever is higher.*

DocuSigned by:

 7AE6A7CAF1D3472... 3/17/2022

 Kathy Jeschke, Unit President Date

DocuSigned by:

 BC69144F8E104C8... 3/15/2022

 Christine Stressman, Sr. Labor Relations Spec. Date
 SEIU 517M

DocuSigned by:

 BACB84708ECD47D... 3/15/2022

 Nikki Nash, Interim Superintendent Date
 Three Rivers Community Schools