



February 1, 2021

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:

- The probationary period as described by article 6 of the contract is removed to allow the district to be in compliance with the Affordable Care Act rules, retroactive to employees currently serving in this period, effective the signature date of this LOA through June 30th, 2021
- This will be brought to the full contract during annual contract negotiations for July 1, 2021 forward
- The probationary change only affects the probationary period language and no other benefits mutually agreed to in the SEIU Collective Bargaining Agreement

DocuSigned by:

*Lisa Pangborn*

2/19/2021

A3A5AC79213143D...

Lisa Pangborn, Unit President

Date

DocuSigned by:

*Christine Stressman*

2/3/2021

BC69144F8E104C8...

Christine Stressman, Sr. Labor Relations Spec.

Date

SEIU 517M

DocuSigned by:

*Ron Moag*

2/3/2021

7A8E25B9E6CF436...

Ronald Moag, Superintendent

Date

Three Rivers Community Schools