

## LETTER OF AGREEMENT

### Initial Placement on Salary Schedule

This Letter of Agreement is entered into between LAKEVIEW SCHOOL DISTRICT (the "District") and THE LAKEVIEW PARAEDUCATOR EMPLOYEES CHAPTER OF LOCAL 331 AFFILIATED WITH AFSCME COUNCIL 25 (the "Union").

The District and the Union recognize the need for flexibility when placing new hires to the unit on the salary schedule.

The District and the Union agree to modify the collective bargaining agreement as indicated below.

#### Article 19

- F. New employees hired into the unit will be placed at a salary step commensurate with their experience. When the step placement is at a step greater than Step B, the district will consult with the union before that placement is made.

Neither the District nor Union waive any other rights or protections respectively afforded them by the terms of the Collective Bargaining Agreement.

FOR LAKEVIEW SCHOOL DISTRICT

By: [Signature]

Its: Assl. Sup. Per H.R.

Dated: 10/4/2022

FOR THE UNION

By: [Signature]

Its: STU

Dated: 10-3-2022

By: Tammy Porter

Its: AFSCME STAFF REP

Dated: 010/3/2022