



Monroe County Intermediate School District
Human Resources and Legal Services
1101 S. Raisinville Road
Monroe, Michigan 48161
734-242-5799

LETTER OF AGREEMENT
MONROE COUNTY INTERMEDIATE SCHOOL DISTRICT (MCISD) and
THE EDUCATIONAL SUPPORT PROFESSIONAL ASSOCIATION (ESPA)

Additional School Bus Cleaning

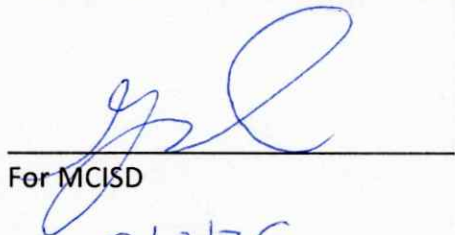
To help ensure the safety of students, MCISD and ESPA enter this Letter of Agreement (LOA) to temporarily amend Art. XVI, ¶ 8.A., pp. 19-20 of the parties' collective bargaining agreement. This provision originally provided that bus drivers would be paid an additional one (1) hour per day beyond their established run time "for pre- and post-trip inspection, interior cleaning of their bus, documentation/updating of route, or other transportation needs." In addition, bus aides would be paid an additional 30 minutes of pay for similar reasons. *Id.*

For the 2025-2026 school year, both retroactively from September 2, 2025 and through June 30, 2026, the following language will replace the article, paragraph, and page number identified above:

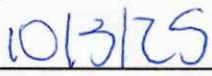
Section 8: Pre and Post Trip Duties

- A. There shall be 1.75 hours of additional time paid to each driver per day at their regular rate for pre and post trip inspection, interior cleaning of their bus, documentation/updating of route, or other transportation needs. Bus aides shall be paid an additional 1.25 hours per day at their regular rate of pay for pre-trip safety check, preventative disease control, and/or other transportation needs.

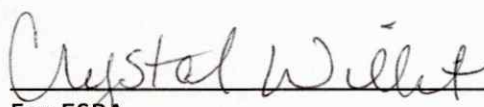
Upon expiration of this LOA on June 30, 2026, the parties will resume following the original language of Art. XVI, ¶ 8.A., pp. 19-20. This Agreement establishes no precedent by and between the parties, binding practice or custom, nor a breach, modification of, or a grievable event under the parties' collective bargaining agreement.



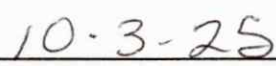
For MCISD



Date



For ESPA



Date