

**Letter of Understanding
between
L'Anse Creuse Educational Support Personnel Association, MEA-NEA
and
The L'Anse Creuse Public Schools Board of Education**

Re: Insurance for Probationary Employees

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2022–2025 school years. In addition to the terms and conditions of the Collective Bargaining Agreement, the L'Anse Creuse Board of Education, hereinafter referred to as "District, and the L'Anse Creuse Educational Support Personnel Association, hereinafter referred to as "Association", hereby agree as follows:

ARTICLE XVIII

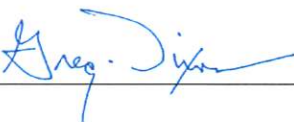
PROBATIONARY EMPLOYEES

(a) New employees hired into the bargaining unit shall be considered as Probationary Employees for the first ninety (90) calendar days of their employment excluding holidays and holiday breaks.

(d) Health, life, dental and optical insurance benefits **shall be provided during the probationary period.** Holiday and paid days off shall be withheld during the probationary period. PTO days shall accumulate during the probationary period but may not be used with pay until the completion of the ninetieth (90) calendar days of employment except as amended by ARTICLE XV, LEAVES WITH PAY, Section (a).

This Agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the parties.

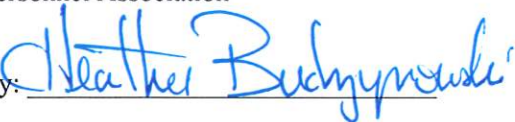
L'Anse Creuse Public Schools

By: 

Date: September 18, 2023

Greg Dixon
Assistant Superintendent for Human Resources
L'Anse Creuse Public Schools

L'Anse Creuse Educational Support
Personnel Association

By: 

Date: 9/18/23

Heather Budzynowski
President
LCESPA, MEA-NEA