

**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, PTO, Holidays and Paid Days Off 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:

**1. Changes to ARTICLE XVIII**

**PROBATIONARY EMPLOYEES**

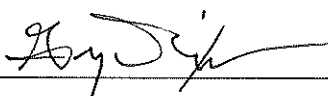
(a) New employees hired into the bargaining unit shall be considered as Probationary Employees for the first ninety (90) calendar days of their employment excluding holidays and holiday breaks.

(d) Health, life, dental and optical insurance benefits, holiday and paid days off shall be provided to employees during the probationary period.

2. All employees, once they have been employed for six (6) months, shall receive two (2) flex days to be used when students are not in session (Examples: election day, ½ days, etc.) These two (2) flex days can be used before compensatory time.

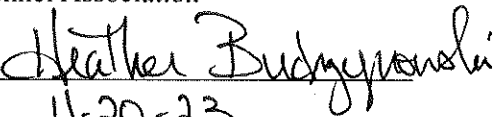
This Agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the parties.

L'Anse Creuse Public Schools

By:   
Date: 11.20.23

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

L'Anse Creuse Educational Support  
Personnel Association

By:   
Date: 11-20-23

Heather Budzynowski  
President  
LCESPA, MEA-NEA