



Kalkaska Public Schools

Rick Heitmeyer, Superintendent

01/29/2025

THIS LETTER OF AGREEMENT by and between the Kalkaska Board of Education (Employer) and the Kalkaska Education Association/NMEA/MEA/NEA (association) sets forth the understanding and agreements of the parties regarding Daryl Dimon's teaching position.

Both Parties Agree to the following if Daryl works as the Dean of Students for Kalkaska Public Schools.

- a. *Mr. Dimon may elect to return to his current Social Studies 7 position at KMS if he decides he does not want the Dean of Students position, but this election must be made by May 1, 2025. In addition, because this is an interim position, if it is decided that Mr. Dimon is not needed/desired in the Dean of Students position any longer, he will be told by April 24, 2025, to give him time to make decisions.*
- b. *If for some unseen reason, the Dean of Students position is cut due to funding within the first two (2) years, Mr. Dimon may return to any open teaching position (vacancy) to which he is highly qualified to teach.*
- c. *Mr. Dimon's seniority will be frozen in his current teaching position for two years from today's date and he will retain this if he returns to a teaching position by the end of the second year.*
 1. *Seniority Date: 09/01/2010*
- d. *if Mr. Dimon returns to a teaching position, any banked sick or personal time will remain in his bank when reassuming said position.*

This LETTER OF AGREEMENT IS EXCUTED by both parties on this 13 day of January 2025 and will not be precedent setting nor become part of the successor agreement:

For the Employer:

R Heitmeyer 1-29-25

Rick Heitmeyer
Superintendent of Schools

For the Association:

Lisa Hawkins

Lisa Hawkins
Kalkaska Public Schools EA President