



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 understandings and agreements of the parties regarding Article IV Leaves of Absences.

It is further agreed that this agreement will expire with the current contract on August 31, 2020.

WHEREAS, the original agreement, Section 3.7: Class Size states:


- 1. The parties recognize that class size is an important factor in the demands made upon the teaching staff.*
- 2. Whenever the class size in grades K through 2 exceeds twenty-five (25) students per class or in grades 3 through 12 exceeds thirty (30) students per class, except those classes which have traditionally been considered larger classes (i.e. study hall, band, typing, etc.), the parties agree upon the request of the Association to review the matter prior to any corrective or remedial action being taken. Should a mutually agreeable solution not be reached, the matter shall be subject to the grievance procedure through Level Three. It is expressly understood, however, that these matters are not subject to the arbitration process.*

THEREFORE, THE EMPLOYER AND THE ASSOCIATION AGREE that the language shall be clarified as shown below:

- 1. The parties recognize that class size is an important factor in the demands made upon the teaching staff.*
- 2. In kindergarten through second grade class sizes should not exceed twenty-five (25) students per class or thirty (30) students per class in grades 3 through 12, except those classes, which have traditionally been considered larger classes. It will be the responsibility of the Building Administrator to insure that class sizes are balanced in their buildings.*
- 3. When the above class size exceeds the maximum the principal shall within ten (10) school days, arrange a meeting with the teacher and the association to arrive at an agreeable solution to the problem. If no agreement has been reached within ten (10) school days of the meeting, the teacher will be compensated for the days of the overload, at the rate of nine hundred (\$900.00) per teacher for K-5. For grades, 6-12 (\$150.00) per year, per class, prorated for the days of the overload. To be paid with the last pay in June of each year.*

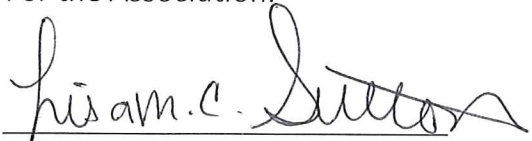
THIS LETTER OF AGREEMENT IS EXECUTED by the parties on this 14th day of December 2018.

For the Employer:



Terry Starr
Superintendent of Schools

For the Association:



Lisa Sutton
Kalkaska Public Schools EA President