

**Letter of Agreement (LOA)**  
**Calhoun Intermediate School District (CISD)**  
**-and-**  
**Calhoun Intermediate Educational Association (CIEA), MEA/NEA**

This Letter of Agreement is entered into this the 1st day of July 2024 between the Board of Education of the CISD (District) and the CIEA (Association).

The CISD has requested a deviation from the State of MI to the CISD plan for Special Education Services. This deviation allows for one additional student to be added to any class that is designated as an ASD program for the purposes of pupil accounting and is taught by an ASD-certified teacher. This takes the ASD program class size to nine pupils.

ASD-certified staff members or staff members who are certified in an area of special education and who are assigned nine pupils to their caseload (as opposed to eight on their caseload) shall have added to their compensation up to an additional \$1,000, less normal withholdings, for each school year the added student is in their respective classroom. \$500 will be paid to the staff member in the last pay in December, and \$500 will be paid to the staff member in the last pay in June.

This Letter of Agreement shall become effective upon ratification by authorized representatives of the CISD and CIEA. This Letter of Agreement is non-precedent setting and can not be used as evidence of a practice, custom, or policy.

This Letter of Agreement will expire on June 30, 2025.

**FOR THE ASSOCIATION**

Signature on File

Mike Nicholson  
CIEA President

Date: \_\_\_\_\_

Signature on File \_\_\_\_\_

Sandy Paesens  
MEA UniServ Director

Date: \_\_\_\_\_

**FOR THE DISTRICT**

Signature on File

Jessica Clothier  
Assistant Superintendent – Human Resources

Date: \_\_\_\_\_

Signature on File

Nicole Lawrence  
Assistant Superintendent-Special Education

Date: \_\_\_\_\_

Signature on File

Kori Rafferty  
Assistant Superintendent-Finance and Operations

Date: \_\_\_\_\_