

Letter of Agreement (LOA)
Calhoun Intermediate School District (CISD)
-and-
Calhoun Area Career Center Education Association (CACCEA), MEA/NEA

This Letter of Agreement is entered into this 26th day of February 2025 between the Board of Education of the CISD (District) and the CACCEA (Association).

The parties recognize the need to cover classrooms when teachers are absent and also the difficulty in securing substitute teachers. To address this concern, the Board shall have the right to place CACC staff members in an acting assignment to serve as a substitute teacher. An employee selected for the assignment must be eligible to be authorized and/or acquire a permit or other appropriate authorization. While in the acting assignment, employees will perform the normal duties of a substitute teacher and will receive a stipend of fifty dollars (\$50) for each half-day and one hundred (\$100) for each full day in addition to their normal compensation. The District will pay the stipend when a Supervisor designates the employee as being the substitute teacher in the classroom.

This Letter of Agreement shall become effective upon ratification by authorized representatives of the CISD and CACCEA. 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

Mark Gothberg
CACCEA President

Date on file

Signature on File

Heidi LaGrow
Treasurer

Date on file

FOR THE DISTRICT

Signature on File

Jessica Clothier
Assistant Superintendent – Human Resources

Date on file

Signature on File

Tim Staffen
Assistant Superintendent-Career Technical Ed

Date on file