

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

This Letter of Agreement is entered into on the 11th day of September 2025 between the Board of Education of the CISD (District) and the CIEA (Association) to adjust the due date of Ancillary Staff members' evaluations.

1. Purpose

This Agreement establishes a mutual understanding between the Employer and the Union regarding a temporary change to the evaluation due date for Ancillary Staff members

2. Terms of Agreement

Pursuant to the Collective Bargaining Agreement (CBA), evaluations for all Ancillary Staff members are ordinarily required to be completed by April 1, 2026.

Given the number of new staff members currently on growth plans, both parties agree that additional time is necessary to allow for meaningful observation and feedback. Accordingly, for the **2025–2026 school year only**, the evaluation completion deadline will be extended to **June 1, 2026**.

3. General Provisions

This Agreement is non-precedential and applies solely to Ancillary Staff members referenced herein. It does not constitute a waiver of any rights or an obligation to treat similar future events in the same manner unless mutually agreed upon in writing. It also can not be used as evidence of a practice, custom, or policy. This Letter of Agreement will expire on June 30, 2026.

FOR THE ASSOCIATION

Mike Nicholson
CIEA President

Date: _____

Laura Griffith
CIEA Vice President

Date: _____

FOR THE DISTRICT

Jessica Clothier
Assistant Superintendent – Human Resources

Date: _____

Nicole Lawrence
Assistant Superintendent-Special Education

Date: _____