

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 5th day of August 2025 between the Board of Education of the CISD (District) and the CIEA (Association) to clarify Speech and Language Pathologist assignments and determination of caseloads.

1. Purpose

This Agreement outlines the mutual understanding and agreement between the Employer and the Union regarding SLP caseloads and what constitutes extra duty work for extra duty pay.

2. Terms of Agreement

2025 - 2026 assignment FTE are calculated based on 50 as the denominator.

Caseload Assignment by Service Area: Direct supervisors, in collaboration with the service team, will assign at the building level, but retain flexibility to move providers within the assigned service area/team.

District FTE reassessed 3 times/year with the ability to reassign, with consideration given to the service team area. The Proposed Timeline:

- By Sept 1, 2025: Preliminary building-level FTEs will be discussed with the service team.
- By Oct 1, 2025: Service area/team assignments complete.
- Spring Count Day Review: Assignments within the service area/team and overall FTE adjustments will be made as needed.
- EOY Review - assignments adjusted if needed.

The goal is not to exceed a caseload of 50, but with flexibility to go up to a caseload of 60. A conversation with the SLP will occur before coverage is sought.

Students assigned to providers below 40 on caseload would not be eligible for extra duty pay.

Any SLP over 40, but under 50, would be assigned to cover overages in the service team first, and would not be eligible for extra duty pay. If not covered within the service team, it would go to the extra duty coverage steps.

Any SLP at 50 on caseload will not be assigned outside of their buildings. Voluntary support OK for extra duty pay.

Caseload review would occur as SLPs reach 58.

3. General Provisions

This Agreement is non-precedential and applies solely to the CISD Speech and Language Pathologists referenced herein.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: _____

Sandy Paesens
MEA UniServ Director

Date: _____

FOR THE DISTRICT

Jessica Clothier
Assistant Superintendent – Human Resources

Date: _____

Nicole Lawrence
Assistant Superintendent-Special Education

Date: _____