

Letter of Agreement (LOA)
Calhoun Intermediate School District (CISD)

-and-

Calhoun Area Career Center Education Association (CACCEA), MEA/NEA

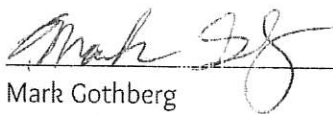
This Letter of Agreement is entered into this 1st day of November 2023 between the Board of Education of the CISD (District) and the CACCEA (Association).

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 twenty-five dollars (\$25) for each half-day and fifty (\$50) 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.

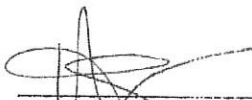
This Letter of Agreement will expire on June 30, 2024.

FOR THE ASSOCIATION



Mark Gothberg
CACCEA President

Date: 12/1/2023



Heidi LaGrow
Secretary

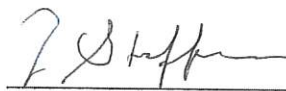
Date: 12/1/2023

FOR THE DISTRICT



Jessica Clothier
Assistant Superintendent – Human Resources

Date: 12/1/23



Tim Staffen
Assistant Superintendent-Career Technical Ed

Date: 12/5/2023