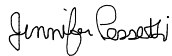


LETTER OF AGREEMENT (AMENDED)
BETWEEN
CALHOUN INTERMEDIATE SCHOOL DISTRICT (DISTRICT)
AND
CALHOUN INTERMEDIATE EDUCATION ASSOCIATION, MEA/NEA (CIEA)

This letter of agreement sets forth the mutually negotiated understanding between the District and CIEA regarding the creation of Working Educational Business Days (EBD). The parties agree as follows:

1. The effective date of this letter of agreement is July 1, 2021, or the effective date of the collective bargaining agreement succeeding the 2021-2024 collective bargaining agreement between the parties, whichever date is later.
2. Teachers whose working schedules do not allow for planning time without students may request the use of an EBD to conduct educational business on behalf of students and to address classroom needs.
3. Eligible employees may request up to four (4) days per school year to use for EBD. No more than two (2) days may be used in a semester. Employees may request to use EBD in half-day increments.
4. Requests for EBD must be made at least one week prior to the date requested.
5. All requests are subject to the availability of substitutes. If a substitute is not available, the EBD will be cancelled.
6. Eligible employees must submit a plan of action for the EBD to their supervisor for approval.
7. EBD requests shall address the following issues in the plan of action:
Curriculum planning; correspondence with parents; correspondence with community agencies and supports on behalf of students; IEPs; behavior intervention plans (BIP); analyzing student data to support student performance and guide instruction; collaboration with other educational professionals; development of educational implementation strategies; such other work related to student achievement and educational participation.
8. EBD will be conducted in the school setting of the employee. An EBD is the equivalent of a regular working day (minimum 7 hours).

FOR THE CIEA:



Jennifer Pessetti
CIEA President



Mike Nicholson
Bargaining Chairperson

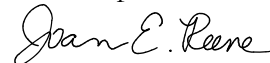


Sandy Paesens
MEA UniServ Director

FOR THE DISTRICT:



Jessica Clothier
Assistant Superintendent – HR



Joan Reeve
Assistant Superintendent – SPED

11/10/2021

DATE