

LETTER OF AGREEMENT

MANISTEE TEACHERS ASSOCIATION

AND

MANISTEE AREA PUBLIC SCHOOLS BOARD OF EDUCATION

This letter of agreement is entered into the 12th day of December, 2014 between Manistee Area Public Schools Board of Education and the Manistee Teachers Association /MEA/NEA regarding "Early Notice of Severance". It is hereby understood as follows:

The parties agree to add the following language to the existing agreement between Manistee Area Public Schools Board of Education and the Manistee Teachers Association /MEA/NEA.

A teacher who gives written notice of termination of employment to the district by February 1st of the "school year" will receive a \$3,000 (three thousand dollars) bonus paid in one lump sum. A teacher who gives written notice of termination of employment to the district after February 1st of the "school year" but not later than the end of the business day on the Wednesday prior to Spring Break will receive a \$2,000 (two thousand dollars) bonus paid in one lump sum. Either of the aforementioned "one lump sum" payments will be included in the employee's last payroll with the district. A teacher must be employed and not on layoff at the time notice is given.

A teacher who gives early notice shall be eligible for any Voluntary Severance Plan (VSP), Early Retirement Incentive (ERI), or similar incentive/plan the BOE offers if that teacher otherwise qualifies for said plan/incentive.

For Manistee Area Public Schools:

John Chandler, Supt.  
Signature

12-12-14  
Date

Manistee Teachers Association/MEA/NEA:

Stacy Andrews Pansky  
Signature

12-11-14  
Date