

LETTER OF UNDERSTANDING NO. 1

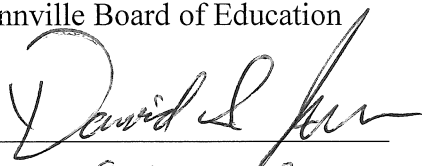
*Between the*  
Fennville Public Schools  
*And the*  
Fennville Education Association

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The Fennville Board of Education (hereafter referred to as the Board) and Fennville Education Association, MEA-NEA (hereafter referred to as the Association), agree as a pilot for the duration of this agreement, the District shall provide full tuition reimbursement for teachers who complete a bilingual or ESL endorsement, or conversational Spanish classes, as follows. Reimbursement shall not exceed 6 credits per year per employee, or a total of 30 credits per year for the bargaining unit, on a first-come, first serve basis. Employees who receive tuition reimbursement per this pilot in excess of the contractual (Master Agreement) payment, and who do not remain with the District for at least 3 years following completion of a bilingual or ESL endorsement or receipt of such reimbursement (whichever occurs first), shall reimburse the District for all tuition reimbursement received per this pilot, at resignation or retirement, via payroll deduction from all amounts then owed to the employee as permitted by law. In the event of insufficient payroll remaining, the balance shall be promptly reimbursed by the teacher to the District. This program shall not interfere or cause any teacher to be ineligible for the tuition reimbursement as defined in Article 12, Section G.

For the Fennville Board of Education

By: \_\_\_\_\_




Dated: \_\_\_\_\_

8-20-18

For the Fennville Education Association,  
MEA-NEA

By: \_\_\_\_\_



Dated: \_\_\_\_\_

8-20-18