

**LETTER OF AGREEMENT**  
*Between*  
**BAY-ARENAC ISD**  
*and*  
**BAY-ARENAC EDUCATION SUPPORT PERSONNEL ASSOCIATION, MEA/NEA**

**RE: ARTICLE I, RECOGNITION & APPENDIX A, SALARY RATES**

This Letter of Agreement is entered into this 18th day of July, 2011, by and between the Bay-Arenac ISD Board of Education (hereinafter referred to as the "Board") and the Bay-Arenac Education Support Personnel Association, MEA/NEA (hereinafter referred to as the "Association") to amend provisions of Article I, RECOGNITION & APPENDIX A, SALARY RATES, of the 2011-2013 Master Agreement between the Board and the Association.

1. Recently, representatives of the Board and the Association met to discuss specialized positions the Board has created within the unit over the past few years. At the same time, the Board has eliminated the use of unit bus drivers in favor of transportation services through collaboration with local districts or our regional carrier. The parties discussed the opportunities the specialized positions would give bargaining unit members.
2. After thorough discussion, the Board and the Association agree as follows:
  - A. The Board will create two new positions within the instructional support staff classification, Other ISS Assigned to Consultants, which initially includes the Visually Impaired ISS, the ASD ISS, the Behavior and CPI ISS, and Medical ISS.
  - B. The Board shall populate these positions at its discretion. Initially, the Board train two (2) VI ISS and five (5) Medical ISS.
  - C. The positions will be compensated at the same rate as the Assistive Technology ISS.
  - D. Bargaining unit members assigned to the positions shall be compensated on their current step on the Assistive Technology Strand.
  - E. The administration shall post the positions in accordance with Article X, Vacancies and Promotions.
  - F. The minimum requirement to be considered for a Medical ISS position is five (5) years of recent relevant experience working with special education students.
  - G. Should a student leave the program or be absent for a period of time, the Medical ISS wage rate would continue until the end of the semester in which the student left the program or was absent.
  - H. A bargaining unit member who signs for a position shall remain in the position for a minimum of two years unless the member's performance is deficient, the need for the position changes, or the member requests to be removed and is approved by the administration.

- I. The Board shall pay the tuition, course fees, and any testing or licensing fees for the Visually Impaired ISS and Medical ISS positions. Unless agreed upon by the Superintendent/Designee, employees shall attend training on their own time.
- J. The bus driver classification shall be removed from Article I, Recognition and Appendix A.
- J. This Letter of Agreement shall become effective the date of its signing by the parties and shall expire on June 30, 2013.
- K. By executing this Letter of Agreement neither the Board nor the Association modify, alter, or waive any other rights or protections afforded to them respectively under the terms of the 2011-2013 collective bargaining agreement.

Date: 7-19-2011

Michael R Dewey  
 For the Bay-Arenac ISD Board of Education

Date: 7-13-11

Jan Brazill Kelly  
President President Elect  
 For the Bay-Arenac Education Support  
 Personnel Association, MEA/NEA