

APPENDIX F

LETTER OF AGREEMENT  
BETWEEN THE  
CLARE BOARD OF EDUCATION  
AND  
CLARE EDUCATION ASSOCIATION (CEA)

During negotiations for a Successor Agreement, the parties Agreed to changes in Article 4.4 regarding the development of class schedules and to “Sunset” language found in Article 4.8 regarding the “weighting” of Special needs students for the purposes of calculating maximum class size limits.

The parties agree that concerns related to these articles will and can be best addressed by forming Study Committees in the Primary and Middle Schools. The purpose of these committees will be to analyze what currently is working well and what isn’t, and to use this information to make more informed decisions about how to improve the situations moving forward into the future.

Among some of these concerns are:

1. The struggles with creating the best optimal learning conditions for students based on class size issues, building and facility constraints, and available personnel to work with students throughout the day.
2. The District’s desire to promote and increase the degree with which “Inclusion Classrooms” are used to provide education for students.
3. The current practice is to include the students in each teacher’s “Pioneer Period” for the purposes of determining class size maximums.

The Association shall appoint one teacher from each grade level to participate on these Study Committees. The Superintendent shall determine who will be invited from the Administrative / Management employees.

Any decisions or recommendations made by the Study Committees shall be reported out to the employees of each building once their discussions have been completed but not later than the end of the 2018-19 school year.

J. Walter II  
For the District

12-18-18  
Date

Sari L. Taylor  
For the Association

3/14/18  
Date