

LETTER OF AGREEMENT

between the

DeWitt Board of Education

and the

Ingham Clinton Education Association, MEA/NEA

Upon ratification by the undersigned parties, the conditions which follow shall govern the participation of the Board and the Association in any and all plans, programs or projects included in the terms site-based decision making, building-based decision making, site-based management, site-based budgeting, participatory management, school improvement or other similar descriptions.

The terms and conditions of the collective bargaining agreement between the Board and Association will govern with respect to wages, hours and other conditions of employment. No plan, program or project within the activity cited in paragraph A shall be in conflict with or interpreted to supersede the terms of the collective bargaining agreement between the Board and the Association absent written mutual agreement and ratification by the parties.

To the extent any proposed plan, program or project within the activities cited in paragraph A conflicts with the terms of the collective bargaining agreement between the Board and Association, the identified provisions will be subject to re-negotiation at the request of the Board.

Any participation in the activities cited in paragraph A which are outside the normal work day shall be voluntary. The normal work day is recognized to include meetings permitted by the Master Agreement.

The terms and conditions of this Agreement are subject to the expressed written provisions of the grievance procedure as set forth in the collective bargaining agreement between the Board and the Association.

This Agreement is subject to the collective bargaining procedures of the undersigned parties. Upon ratification of this Agreement by the respective parties, same shall be incorporated into the collective bargaining agreement between them.

DEWITT BOARD OF EDUCATION

Date:

By:

Its:

INGHAM CLINTON EDUCATION ASSOCIATION, MEA/NEA

Date:

By:

Its: