

LETTER OF AGREEMENT

SOUTH HAVEN PUBLIC SCHOOLS
and
SOUTH HAVEN EDUCATION ASSOCIATION, MEA/NEA

The parties hereby agree as follows:

1. This Letter of Understanding shall continue to be effective from the date of execution until such time as the parties expressly terminate this agreement.

2. Notwithstanding any contrary provisions in the Master Agreement, the parties agree that the "recognition clause" shall not include pre-school teachers employed (grant funded) to teach in the Great Start Readiness Program; except, the positions currently held in the GSRP by employee Mary Starbuck and employee Ashley Purgiel shall be included within the Association's bargaining unit for as long as they remain in the program, and for as long as that program is administered by South Haven Public Schools.

3. The parties recognize that this Letter of Agreement shall not constitute a precedent, practice, or established working condition for future or other circumstances involving the application or interpretation for any past, current or future Master Agreements between the parties outside of the parameters of this interpretation of the Recognition Clause. Further, this Letter of Agreement shall not be interpreted as constituting a waiver that the third party contracting of non-instructional employees is a prohibited subject of bargaining, so long as that law remains in effect under Section 15 of PERA.

The date of execution of this Agreement is 10/7/15, 2015.

South Haven Public Schools

By: [Signature]

Date: 10/7/ 2015

South Haven Educational Association,
MEA/NEA JEFF ARNOLD, PRESIDENT

By: [Signature]

Date: OCT 7th 2015

ARTICLE XXVI

DURATION OF AGREEMENT

This Agreement constitutes the sole and entire existing Agreement between the parties and supersedes all prior practices, whether oral or written, and expresses all obligations of, and restrictions imposed upon, the Board and the Association. This Agreement is subject to amendment, alteration or additions, only by a subsequent written agreement between, and executed by, the Board and the Association. The waiver of any breach, term or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.

This Agreement shall be effective October 21, 2015 through August 22, 2017.

If neither party shall give notice to terminate this Agreement as provided above, the Agreement shall continue in effect for successive periods of one year, unless and until written notice of termination is given between April 1 and June 30, of any subsequent contract anniversary date.

The parties have executed this Agreement by their duly authorized representatives.

SOUTH HAVEN PUBLIC SCHOOLS

VBCEA/SHEA (MEA-NEA)

By: Bryan Lewis 10/28/2015
Bryan Lewis Date
Board President

By: Jeff Arnold 10/28/15
Jeff Arnold Date
SHEA President

By: Robert Herrera 10/21/15
Robert Herrera Date
Superintendent

By: Randy Ward 10-27-15
Randy Ward Date
MEA Chief Negotiator/VBCEA Representative

By: Annie Brown 11/4/15
Annie Brown Date
Board Secretary