

LETTER OF AGREEMENT

2024 NEW EMPLOYEE COMPENSATION

This Letter of Agreement is entered into and between THE BOARD OF EDUCATION OF BATTLE CREEK PUBLIC SCHOOLS (the “District”) and BATTLE CREEK PARAPROFESSIONAL ASSOCIATION EDUCATION ASSOCIATION/MEA/NEA (the “Association”).

This Agreement amends Article XVIII – Compensation, Section B – Pays Days in the 2023 – 2025 Battle Creek Paraprofessional Collective Bargaining Agreement. Furthermore, this Agreement shall be effective March 3, 2024.

- EMPLOYEES HIRED PRIOR TO 2023-2024 Employees hired previous to the start of the 2023-2024 school year shall have their compensation distributed in accordance with Article XVIII – Compensation, Section B – Pays Days of the 2023-2025 Battle Creek Paraprofessional Collective Bargaining Agreement.
- NEW EMPLOYEES 2023 TO MARCH 10, 2024 New employees hired after the start of the 2023-2024 school year through March 10, 2024 shall have their compensation distributed in accordance with Article XVIII – Compensation, Section B – Pays Days of the 2023-2025 Battle Creek Paraprofessional Collective Bargaining Agreement.
- NEW EMPLOYEES HIRED MARCH 11, 2024 TO JUNE 30, 2024 New Employees hired on March 11, 2024 or later for the 2023-2024 school year shall be compensated on a bi-weekly basis for their time-sheeted hours until the conclusion of 2023-2024 school year. Compensation for these new employees will not be spread across the summer.

Insurance premium share contributions will be estimated for the upcoming summer months where no compensation is issued. These premium share contributions will be evenly deducted by the District during the remaining pay periods prior to the start of summer.


Should these employees remain in the employment of Battle Creek Public Schools for the 2024-2025 school year their compensation will be distributed in accordance with Article XVIII – Compensation, Section B – Pays Days of the 2023-2025 Battle Creek Paraprofessional Collective Bargaining Agreement.

- NEW EMPLOYEES HIRED AFTER JANUARY 31 OF ANY GIVEN YEAR Future new employees (2024-2025 school year and beyond) starting work after January 31 not qualify for summer pay spread until the start of the next school year. Insurance premium share

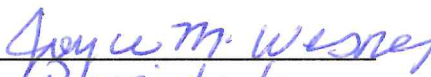
contributions will be estimated for the upcoming summer months where no compensation is issued. These premium share contributions will be evenly deducted by the District during the remaining pay periods prior to the start of summer. Should these employees remain in the employment of Battle Creek Public Schools for the following school year their compensation will be distributed in accordance with Article XVIII – Compensation, Section B – Pays Days of the 2023-2025 Battle Creek Paraprofessional Collective Bargaining Agreement and its successor Agreements.

By entering into this Agreement, neither the District nor Association waive any other rights or protections respectively afforded them by the terms of the Collective Bargaining Agreement.

FOR THE BOARD OF EDUCATION OF BATTLE CREEK PUBLIC SCHOOLS

By: 
Its: Superintendent
Dated: 3/18/24

FOR THE BATTLE CREEK PARAPROFSSIONAL ASSOCIATION/MEA/NEA

By: 
Its: President
Dated: 3/18/24