

LETTER OF AGREEMENT

2025-2026 Springfield Middle School and WK Kellogg Preparatory Planning Time

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

This letter of agreement applies to all Springfield Middle School and WK Kellogg Preparatory teachers through June 30, 2026. This agreement does not alter or abrogate any other sections of the 2025-2028 collective bargaining agreement.

- A. To ensure compliance with Article 8 Section A subsection 1 in which all teachers shall have three hundred (300) minutes per week in a five (5) day week, Springfield Middle School and WK Kellogg Preparatory teachers will be exempt from Article 7 Section B sentence 3, which states

“This teacher report/dismissal time shall not count as time towards contractual preparation.”

- B. To ensure safe monitoring of student arrival and dismissal the following plan is established:
- Springfield Middle School teachers use the final 13 minutes of their contractual day (2:47-3:00) on Wednesdays as planning time to ensure a total of 300 minutes for the week.
 - WK Kellogg Preparatory teachers may use the first 40 minutes of their contractual day (7:15-7:55) and the final 20 minutes of their contractual day (2:40-3:00) as planning time to ensure a total of 300 minutes for the week.

This Agreement does not constitute the establishment of a precedent, custom, practice, or binding working condition as to the interpretation, enforcement, or application of this Agreement between the parties, or any successor labor agreement between them as to any situation or circumstance other than the matter specifically addressed in this Agreement.

To the extent that this Agreement conflicts with the terms of the parties' current collective bargaining agreement, this Agreement shall control to the extent of such conflict.

Neither party waives any other rights or protections afforded to them by the Agreement, except as otherwise specifically waived, modified, or relinquished.

Except in an action to enforce the terms of this Agreement, this Agreement shall not be relied on or otherwise asserted by either party in any subsequent proceeding or litigation between them.

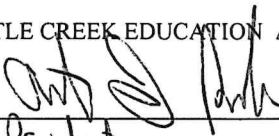
BATTLE CREEK BOARD OF EDUCATION

By: 

Its: _____

Dated: 9/24/25

BATTLE CREEK EDUCATION ASSOCIATION/MEA/NEA

By: 

Its: President

Dated: 9/23/25

LETTER OF AGREEMENT
STEM Innovation Center

This Letter of Agreement is entered into Battle Creek Public Schools (the “District”) and Battle Creek Education Association/MEA/NEA (the “Association”).

This Letter of Agreement (LOA) applies to STEM Innovation Center Teachers through June 30, 2026. This agreement does not alter or abrogate any other sections of the 2025-2028 collective bargaining agreement.

STEM Innovation Center teachers will receive one (1) additional one half (1/2) day period for up to a total of eight (4) hours for Planning, Preparation and Execution of the Student Showcase.

1. This additional half day (1/2) day for staff and students will be scheduled within the 2025-2026 District-wide Teacher Calendar (Wednesday, February 4, 2026).
2. The structure of the student showcase will be determined jointly by BC STEM Innovation Center Administration, Teachers and Support Staff at least 4 weeks before the scheduled showcase date.
3. The Spring Showcase will be scheduled on May 6, 2026 in a time and manner to be agreed upon by BC STEM Administration, Support Staff, and Teachers for a period of four (4) hours.

The STEM Innovation Center team of nine (9) teachers will work collaboratively with up to 180 students, the Team Teacher/Student ratios maximum will not exceed three (3) teachers to sixty (60) students, and Individual Teacher/Student ratios maximums will not exceed one (1) teacher to thirty (30) students. During Outdoor Education Center (OEC) time, team Teacher/Student ratio will not exceed four (4) teachers for up to sixty (60) students.

This Agreement is a singular and one-time exception to the covenants in the parties' current collective bargaining agreement.

This Agreement does not constitute the establishment of a precedent, custom, practice, or binding working condition as to the interpretation, enforcement, or application of this Agreement between the parties, or any successor labor agreement between them as to any situation or circumstance other than the matter specifically addressed in this Agreement.

To the extent that this Agreement conflicts with the terms of the parties' current collective bargaining agreement, this Agreement shall control to the extent of such conflict.

Neither party waives any other rights or protections afforded to them by the Agreement, except as are otherwise specifically waived, modified, or relinquished.

Except in an action to enforce the terms of this Agreement, this Agreement shall not be relied on or otherwise asserted by either party in any subsequent proceeding or litigation between them.

BATTLE CREEK BOARD OF EDUCATION

By: 

Its: Superintendent

Dated: 29 July 2025

BATTLE CREEK EDUCATION ASSOCIATION/MEA/NEA

By: 

Its: President

Date: 7/29/25

LETTER OF AGREEMENT

Mrs. Michigan

This Letter of Agreement is entered into Battle Creek Public Schools (the “District”) and Battle Creek Education Association/MEA/NEA (the “Association”).

This Letter of Agreement (LOA) applies to Mrs. Michigan 2025, Tamara Babcock, through June 30, 2026. This agreement does not alter or abrogate any other sections of the 2025-2028 collective bargaining agreement.

The District and the Association believe is an honor to have Mrs. Michigan as an educator from Battle Creek Public Schools and represent our students, district, community, and the State of Michigan. To support, the District and the Association agree to the following one-time alteration to allow Mrs. Michigan to attend the Mrs. America Pageant Week in August 2025.

For the 2025-2026 school year, Tamara Babcock may be allowed to convert up to six (6) Paid Sick Leave Days into Paid Personal Leave days for a total of nine (9) Personal Days in order to attend the Mrs, Michigan Pageant Week, August 19, 2025 to August 29, 2025.

This Agreement is a singular and one-time exception to the covenants in the parties' current collective bargaining agreement.

This Agreement does not constitute the establishment of a precedent, custom, practice, or binding working condition as to the interpretation, enforcement, or application of this Agreement between the parties, or any successor labor agreement between them as to any situation or circumstance other than the matter specifically addressed in this Agreement.

To the extent that this Agreement conflicts with the terms of the parties' current collective bargaining agreement, this Agreement shall control to the extent of such conflict.

Neither party waives any other rights or protections afforded to them by the Agreement, except as are otherwise specifically waived, modified, or relinquished.

Except in an action to enforce the terms of this Agreement, this Agreement shall not be relied on or otherwise asserted by either party in any subsequent proceeding or litigation between them.

BATTLE CREEK BOARD OF EDUCATION

By: _____

Its: Superintendent

Dated: 29 July 2025

BATTLE CREEK EDUCATION ASSOCIATION/MEA/NEA

By: _____

Its: President

Date: 7/29/25

LETTER OF AGREEMENT

Special Education Duties Rate and Sign-On Bonus

This Letter of Agreement is entered into between BATTLE CREEK PUBLIC SCHOOLS (the "District") and BATTLE CREEK EDUCATION ASSOCIATION/MEA/NEA (the "Association").

This Letter of Agreement applies to Battle Creek Public School Special Education Teachers through June 30, 2026.

1. Special Education Extra Duties Rate

Special Education teachers with the approval of their supervisor who choose to provide the following service to the District will be compensated via timesheet at the teacher's per diem rate for additional hours worked beyond the contractual day. These hours must be approved in advance.

- FAPE tutoring based on students' Individual Education Programs.
- Additional support for students in programs needing a Special Education teacher.
- Additional paperwork for students beyond the student caseload cap of 23 students for the 2025-2026 school year.

2. Special Education Teacher Sign-On Bonus

Any new Special Education Certified Teacher to Battle Creek Public Schools who is placed by the District into a special education position instructing special education students for the 2025-2026 school year will receive a five thousand dollar (\$5,000) one-time sign-on bonus. If this teacher's placement does not occur until the beginning of the second semester, the teacher will receive a two-thousand-five hundred dollar (\$2,500) one-time sign on bonus.

Any disputes over the interpretation, or implementation of this Letter of Agreement shall be resolved under the grievance procedure in the Collective Bargaining Agreement.

By entering into this Letter of Agreement, neither the District nor Association amend, modify, waive, or qualify any other provisions, conditions, rights or duties in their current or any successor collective bargaining agreement between them, except as specifically waived, modified, or relinquished herein.

BATTLE CREEK BOARD OF EDUCATION

By: _____

Its: _____

Dated: 9/24/25

BATTLE CREEK EDUCATION ASSOCIATION/MEA/NEA

By: _____

Its: President

Dated: 9/23/25