

LETTER OF AGREEMENT
Between
MANISTEE AREA PUBLIC SCHOOLS
And
MANISTEE TEACHERS ASSOCIATION, MEA/NEA

Re: New Hire Pay BA+10 column

The Manistee Area Public Schools ("District") and the Manistee Teachers Association, MEA/NEA ("Association") agree to honor the contract salary offer made to new hire Heather Dean by Principal Morgan Nowicki by which Ms. Dean will be hired on step 1 of the BA+10 column of the salary schedule for 2025/2026 in the 2024-2027 Master Agreement.

It is understood by all parties that in order for Ms. Dean to advance to another column the 10 credits (BA+10) applied to her hiring will not count toward lane movement. That is, she will have to earn all of the credits required for movement. This LOA will not serve to create precedence or in any way permanently amend the 2024-2027 Agreement.

MANISTEE AREA PUBLIC SCHOOLS

By: 

Ronald Stoneman

Its: Superintendent

Dated: 8/20, 2025

**MANISTEE TEACHER ASSOCIATION,
MEA/NEA**

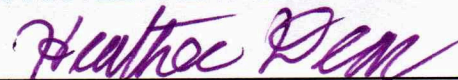
By: 

Amanda Clemons

Its: President

Dated: 8/20, 2025

MANISTEE AREA PUBLIC SCHOOLS TEACHER



Heather Dean