SSAA Section 27l Letter of Agreement

In consideration of the mutual covenants below, this Letter of Agreement (LOA) is entered into by and between the Manistee Teachers' Association MEA-NEA (Association) and the Manistee Area Public Schools (District) Board of Education (Board), concerning State funding available under State School Aid Act Section 27l, MCL 388.1627l (section 27l). This LOA is an amendment to the current collective bargaining agreement between the Association and the District (CBA).

Background:

1. Section 27l allocates one-time funding to districts to increase educator compensation.
2. The parties agree that all bargaining unit employees are "educators" as currently defined by section 27l.
3. The parties have collectively bargained section 27l compensation and desire to distribute section 27l funds to the Association's bargaining unit members pursuant to the provisions below. The parties agree that, by entering into this LOA, the District has satisfied its obligation to bargain section 27l funds.

The Parties Agree:

1. Qualifying Criteria. The District will make a one-time payment from section 27l funds received by the District to each eligible bargaining unit member (Member) by March 20, 2026 (Payment Date). A member is eligible for payment if the member: (1) is employed by the District during the payroll period that immediately precedes the Payment Date, and (2) reported for duty for the District during the 2025-26 school year. The Board has outlined the criteria for compensation, See Table 1, below.
2. Payment Allocation. See Table 1, below, for the compensation criteria less customary withholdings (including taxes and retirement contributions).

Table 1

27l - Additional Compensation for Those Actively Employed in a Permanent, Regularly Scheduled Position on the Date of Payment Employees will fall under one (1) category and categories are not cumulative. Category determination for employee will be based on status of employment and length of service as follows:		
Category	Compensatio n	Length of Employment and Status
1.	$1,000	Employee completed the 24/25 school year and is working a regular schedule of at least 30 hours per week on the date of payment.
2.	$500	Employee completed the 24/25 school year and is working a regular schedule of less than 30 hours per

		week on date of payment.
3.	$500	Employee was hired prior to September 2, 2025, and is working a regular schedule of at least 30 hours per week on the date of payment.
4.	$250	Employee was hired prior to September 2, 2025, and is working a regular schedule of less than 30 hours per week on the date of payment.
5.	$250	Employee is actively employed in a permanent regular position on the date of payment.

3. Liability Limitation. Grievances related to section 27l funds shall be limited to non-payment of section 27l funds under this LOA, as is consistent with the terms of this LOA. The Association shall not file or assist in any other claim (including an unfair labor practice charge or a court complaint) related to section 27l funds.

4. Recoupment. In the event of a verified overpayment of funds under this LOA, the bargaining unit member shall make prompt repayment to the District. In the event the bargaining unit member fails to make prompt repayment, then the District may payroll deduct the overpayment pursuant to the authority set forth in MCL 408.477.

5. Effective Date and Expiration. This LOA will be effective upon signature by both parties below. This LOA shall expire on September 30, 2026.

6. Board Approval. Notwithstanding anything to the contrary in this LOA, this LOA is contingent on the Board approving it before the Payment Date, as reflected in a Board resolution or Board meeting minutes.

7. Effect. This LOA shall not set a precedent and shall not be used as evidence of a policy or practice.

For the Board

Signature

Ronald Stoneman
Printed Name

Superintendent
Position

3/2/26
Date

For the Association

Signature

Amanda Clemons
Printed Name

President
Position

3/2/26
Date