

LETTER OF AGREEMENT

Pay Day Spread

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

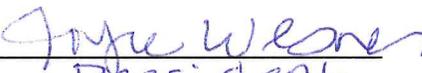
Regarding Article XIII, of the parties' Collective Bargaining Agreement. the Association and the District agree to new employees starting work on or after October 1 will not qualify for the summer pay spread until the start of the next school year.

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: 12-17-2025

FOR THE BATTLE CREEK PARAPROFESSIONAL ASSOCIATION/MEA/NEA

By: 
Its: President
Dated: 12/17/25