

Letter of Agreement

Technology Innovation Coaches and Lead LOA

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

For the 2025-2026 school year, the following bargaining unit employee stipends made outside the parties' collective bargaining agreement and compensated with available grant funds will be processed in the manner described below.

Technology Innovation Coaches:

The \$500 Technology Innovation Coach stipend will be granted to those bargaining unit employees selected by the District to serve in this capacity. Technology Innovation Coach stipend duties include:

- Providing technology consultation for staff in the delivery of day-to-day technology use.
- Designing and facilitating professional development workshops.
- Collaborating with educators on integrating technology solutions in teaching strategies.

This stipend will be paid in accordance with Article 6.L of the BEA 2025-2028 Collective Bargaining Agreement.

Lead Technology Innovation Coach:

The \$5,000 Lead Technology Innovation Coach stipend will be granted to those bargaining unit employees selected by the District to serve in this capacity. Technology Innovation Coach stipend duties include:

- Lead Innovation Council meetings and serve as a liaison between Technology Innovation Coaches and the Director of Technology
- Co-plan and co-lead the district's participation in the MACUL Conference
- Support data collection and analysis of Technology Innovation Coach impact

This stipend will be paid in accordance with Article 6.L of the BEA 2025-2028 Collective Bargaining Agreement.

BATTLE CREEK BOARD OF EDUCATION

By: *Kimberly M. Carter*
Its: Superintendent
Dated: 12/18/25

BATTLE CREEK EDUCATION ASSOCIATION/MEA/NEA

By: *[Signature]*
Its: President
Dated: 12/12/25