

**Letter of Agreement
Between the
Board of Education of the Battle Creek Public Schools
And the
Battle Creek Education Association, MEA/NEA**

Re: 2025-2026 Overage Compensation

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

The Board of Education of the Battle Creek public Schools ("Board") and the Battle Creek Education Association, MEA/NEA ("Association") reach the following agreement to address teacher shortages for class coverage in the 2025-2026 school year.

1. A *secondary teacher* (grades 6-12) who assumes an additional course over their semester course load will be paid an additional fifteen percent (15%) of the teacher's current wage (step/lane) for that school year set forth below.

2.

Battle Creek Central High School	5 Periods
BC STEM	6 Periods
Northwestern	7 Periods
Springfield	7 Periods

- A. Overload placements will first be assigned through teacher volunteers. The Board does not waive its right of assignment if necessary to implement overage assignments beyond teacher volunteers.
- B. Overload compensation will be fifteen percent (15%) of the teacher's current wage based on the Appendix A salary schedule placement (step/lane) for the school year. Example: a teacher on MA-5 receives wages of \$58,100. The teacher would receive \$8,715 for the school year. If a teacher has an overload only during one semester, the amount would be \$4,357.50.
- C. Overload coverage for less than a full semester will be paid pro-rate based on the number of assigned overage workdays for the semester (numerator), divided by the number of scheduled workdays for the semester (denominator). The District retains right of assignment and may initiate or end the overage coverage during the semester.
- D. Overload payment will be made through regular payroll and spread over the semester in which it occurs. Overload payment will not be paid during summer spread months.

3. This Letter of Agreement is intended to address a one-time circumstance and shall not constitute a binding past practice nor shall it be precedent setting.

4. The Letter of Agreement will be effective upon the date of the Superintendent's signature and will expire on June 30, 2026.

BATTLE CREEK BOARD OF EDUCATION

By: _____

Its: _____

Dated: _____

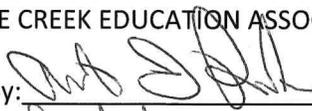

Superintendent
2/20/26

BATTLE CREEK EDUCATION ASSOCIATION/MEA/NEA

By: _____

Its: _____

Dated: _____


President
2-19-26