

LETTER OF AGREEMENT 2023-08

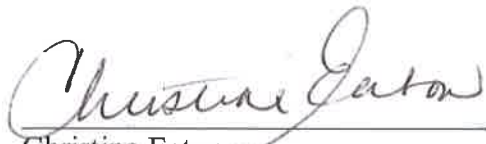
This LETTER OF AGREEMENT, entered into on the 16th day of May 2023, by and between the Board of Education of the Ingham Intermediate School District (“Board”), and the Ingham Intermediate Professional Staff Association (“IIPSA”), hereby agree as follows:

WHEREAS, the Board would like to provide retention bonuses to IIPSA staff and extend the contract through 2024-25 and IIPSA agreed and has ratified the contract extension. Therefore, the parties agree to the following:

1. In 2022-23, the district will pay a retention bonus of up to \$1,500 to staff who are still employed as of 6/30/23. This will include 6/30/23 retirees. The bonus will be calculated as follows:
 - Full-time staff employed by Ingham ISD as of 9/1/22 and still employed on 6/30/23 will receive a \$1,500 retention bonus to be paid on 6/30/23. This will be prorated for staff that work less than full time.
 - Full-time staff hired between 9/2/22 and 1/1/23 and still employed on 6/30/23 will receive a \$1,000 retention bonus to be paid on 6/30/23. This would be prorated for staff that work less than full time.
 - Full-time staff hired between 1/2/23 and 4/1/23 and still employed on 6/30/23 would receive a \$500 retention bonus to be paid on 6/30/23. This would be prorated for staff that work less than full time.
 - Staff hired after 4/1/23 will not be eligible for a retention bonus in 2022-23.
 - Retention bonuses are not retirement reportable.
2. In 2023-24, the district will pay a retention bonus of up to \$1,000 to staff who are still employed as of 6/30/24. This will include 6/30/24 retirees. The bonus will be calculated as followed:
 - Full-time staff employed by Ingham ISD as of 9/1/23 and still employed on 6/30/24 will receive a \$1,000 retention bonus to be paid on 6/28/24. This will be prorated for staff that work less than full time.
 - Full-time staff hired between 9/2/23 and 1/1/24 and still employed on 6/30/24 will receive a \$675 retention bonus to be paid on 6/28/24. This will be prorated for staff that work less than full time.
 - Full-time staff hired between 1/2/24 and 4/1/24 and still employed on 6/30/24 will receive a \$340 retention bonus to be paid on 6/28/24. This will be prorated for staff that work less than full time.
 - Staff hired after 4/1/24 will not be eligible for a retention bonus in 2023-24.
 - Retention bonuses are not retirement reportable.
3. Ingham ISD may offer a signing bonus of up to \$4,000 for hard to fill positions. The signing bonus would be paid out over 2 years, with a portion after hire, a portion at the end of their first year of employment and a portion at the end of the second year of employment. The retention bonus outlined above would not be paid to someone receiving a signing bonus.

4. Extend the current contract through 6/30/25. There will be a 3% increase on the salary schedule in 2024-25. All eligible staff would move 1 step on the schedule.
5. Letter of Agreement 2022-19 regarding Tuition Reimbursement will continue through 6/30/25.
6. All other terms and conditions of the IIPSA Master Agreement shall remain the same and in effect through June 30, 2025

This Letter of Agreement shall be without precedent.


Christine Eaton
IIPSA President

6/5/23
Date


Jason Mellema
Superintendent

6/7/23
Date