

**Letter of Agreement between St. Joseph County Intermediate School District Board of Education and St. Joseph County Intermediate Education Association (IEA) 3 Year Signing Bonus**

This agreement shall be deemed to come into effect March 19, 2024 and shall remain in effect up to and including June 30, 2026. The modification of the language is only to allow the Superintendent to have flexibility to offer potential new hires as an incentive to accept a position that is hard to fill over the next 3 years. This option is only to be used as an incentive as needed.

**Article XI: Section 1:**

**Current Language:**

A one-time signing bonus for new hires of up to \$1,500 may be paid as determined by the Superintendent based on ISD need.

**Add the below language to the current language:**

This Agreement would modify the above language to allow the Superintendent to retain and secure qualified staff members as there is a shortage in the State of Michigan

**One-time signing bonus of:**

\$2,500: Year 1 - to be divided equally within the bi-weekly payroll

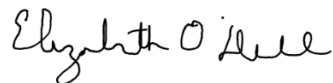
\$2,000: Year 2 - to be divided equally within the bi-weekly payroll

\$1,500: Year 3 - to be divided equally within the bi-weekly payroll

In witness thereof, the parties hereto have caused this modification to be signed by their representatives on this 19th day of March 2024.-

St. Joseph County Intermediate School District Board of Education

By:



It's: Board President

Date: 4/5/24

St. Joseph County Intermediate Education Association (IEA)

By:



It's: President

Date: 4/4/24