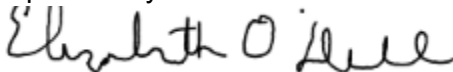


Letter of Agreement between St. Joseph County Intermediate School District Board of Education and St. Joseph County Intermediate Education Association (IEA) Hired Teacher Staff on Daily Substitute Permit

1. The Parties enter this Agreement due to the need to address the current teacher shortage and retain teaching staff previously hired under a Full-Year Basic Permit who are working under a plan for acquiring full teacher certification.
2. To comply with federal law, the Michigan Department of Education (MDE) recently modified the MOECS application process for Full-Year Basic Permits. The Individuals with Disabilities Education Act (IDEA), requires any person employed in a special education teaching assignment under a Full-Year Basic Permit to have earned at least a Bachelor's degree.
3. Due to MDE's recent modification of the Full-Year Basic Permit, this Agreement allows current bargaining unit members previously hired with a Full-Year Basic Permit and a plan for acquiring full teacher certification to remain in their special education teacher position through a Daily Substitute Permit, without having a Bachelor's degree.
4. A current bargaining unit member hired with a Daily Substitute Permit, must also be enrolled in a Teacher Preparation Program to become a fully certificated teacher and must follow the MDE/MOECS requirements, which can include temporary placement changes.
5. The special education teacher position must remain posted until the teacher has full teacher certification issued by the MDE.
6. This Agreement is effective August 9, 2023 and remains in effect through June 30, 2024, at which time this Agreement expires.
7. All terms and conditions of the parties' current Master Agreement not modified by this Agreement remain in effect.
8. No precedent, custom, or binding past practice is established by this Agreement.

St. Joseph County Intermediate School District Board of Education

By: 

Date: August 21, 2023

It's: Board President

St. Joseph County Intermediate Education Association (IEA)



By:

Date: August 21, 2023

It's: President

8/9/2023