

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 a Daily Sub Permit & Assistant Teachers becoming Teachers on a Daily Sub Permit

Hired Teacher Staff on a Daily Sub Permit

1. The purpose of this agreement is to help address the current Teacher shortage and retain current teaching staff working toward becoming a fully certified teacher previously hired on a plan and Full-Year Basic Permit.
2. The MOECS application process for Full-Year Basic Permits has recently been modified. In accordance with IDEA, any individual employed in a Special Education assignment under a Full-Year Basic Permit must have earned the minimum of a bachelor's degree.
3. Due to the recent modification of the Full-Year Basic Permit, this Letter of Agreement would allow current bargaining members that were previously hired on a plan with a Full-Year Basic Permit to remain in their position as Special Education Teacher on a Daily Sub Permit, due to not having a bachelor's degree.
4. While a current bargaining member is hired with a Daily Sub Permit, the member must be enrolled in a Teacher Prep Program to become a fully certified teacher. While on the Daily Sub Permit, the member must follow the requirements from MDE/MOECS, which can include temporary placement changes. The teacher position will need to remain posted until the member is fully credentialed.

Assistant Teachers becoming Teachers on a Daily Sub Permit

1. The purpose of this agreement is to help address the current Teacher shortage and retain current assistant teaching staff working toward becoming a fully certified teacher.
2. An Assistant Teacher who is currently enrolled in a Teacher Prep Program and has an approved Daily Sub Permit can apply to an open teaching position. The Assistant Teacher would go through the interview process and must be recommended for hire.
3. Upon hire, the Teacher would follow the MDE Basic Permit rules until fully credentialed which include:
 - Requires at least 60 semester hours of satisfactory credit (grade 'C' or better) combined from one or more regionally accredited two or four year colleges or universities.
 - Requires the district/school to assign a mentor teacherCan be renewed for subsequent years if the following conditions have been met:
 - Renewal 1: Effective in the assigned area and enrollment in a state approved teacher preparation program leading to certification

- Renewal 2-3: A minimum of 6 semester credit hours towards the completion of the program. Note: this means 6 additional credit hours earned since previous renewal.
- Can be renewed a maximum of three times, allowing to teach in assigned area for a maximum of four years.

4. Temporary placement changes may be necessary for Daily Sub Permit requirements and the teacher position will need to remain posted until the member is fully credentialed. A requirement letter will be signed and placed in the personnel file.

5. If a Teacher is hired on a Daily or Full Year Sub Permit, they will be paid through the ISD payroll based on the current year BA/0 amount each year. The member will not advance on the step until they are fully certified.

6. The member will not be placed on the seniority list until fully certified.

7. There is one member that is currently hired under a permit and will be grandfathered based on the previous process for wages and seniority.

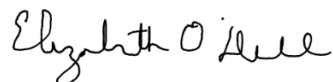
All terms and conditions of the current IEA Master Agreement not modified by this Agreement remain in effect.

No precedent, custom, or binding past practice is established by this Agreement.

This agreement is effective March 19, 2024 and remains in effect through June 30, 2026, at which time this Agreement expires.

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