

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

This Agreement shall be deemed to come into effect January 24, 2022 and shall remain in effect up to and including June 30, 2024. The modification of the language is only to allow the Superintendent to have the flexibility to offer potential new hires 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 24th day of January 2022.

St. Joseph County Intermediate School District Board of Education

By: *Elizabeth O'Neil*

It's: Board President

Date: 1/31/2022

St. Joseph County Intermediate School District Education Association

By: *Stephanie McCormick*

By: *Amy Butler*

It's: Co-Presidents

Date: 1/25/2022 1/25/2022