

**LETTER OF AGREEMENT**

**Manistee Area Public Schools  
and Manistee Teachers Association, MEA-NEA  
Re: Start Time Adjustment**

The Manistee Area Public Schools Board of Education (“Board” or “District”) and the Manistee Teachers Association, MEA-NEA (“Association”) agree to the following amendment to their Master Collective Bargaining Agreement (“Agreement”) regarding start times for 2020-2021 school year.


Pursuant to Article VI, Section 3 of the parties’ Agreement, “Teachers are to be at their assigned place of duty at least 15 minutes prior to the beginning of the student day and shall remain at their assigned place of duty at least 10 minutes after the end of the student day.” The Board agrees to reduce the start time in Article VI Section 3 from 15 minutes to 10 minutes prior to the beginning of the student day, except as noted in the next paragraph below.

In exchange for this reduction, the parties agree that the District can schedule staff development meetings on Mondays throughout the 2020-2021 school year. On these designated Mondays, teachers shall report 30 minutes before the first bell of a normal day for a one-hour period of staff professional development. Students will report 15 minutes after the completion of the one-hour period of staff development time.

This change will become part of the 2020-2021 school calendar.

**MANISTEE AREA PUBLIC SCHOOLS**

**MANISTEE EDUCATION ASSOCIATION,  
MEA-NEA**

By:   
Ronald Stoneman (Jun 8, 2020 10:03 EDT)  
Ronald Stoneman  
Its: Superintendent

By: *stacey Andrews-Ramsey*  
stacey Andrews-Ramsey (Jun 2, 2020 13:29 EDT)  
Its: MTA President