

LETTER OF AGREEMENT
Between
MANISTEE AREA PUBLIC SCHOOLS
And
MANISTEE TEACHERS ASSOCIATION, MEA/NEA

Re: Early Notice Severance Arrangement

The Manistee Area Public Schools (“District”) and the Manistee Teachers Association, MEA/NEA (“Association”) agree and acknowledge that after carefully considering the MTA’s March 8, 2021 Voluntary Severance Proposal 1 (“VSP”), the Board’s team has decided to move in a different direction. The Board does not believe a VSP 1 will help the Board achieve the District’s goals, and as proposed, it is too expensive. Instead, the Board believes that there is value in encouraging teachers to provide early notice of their intention to resign or retire at the end of that school year so the District can begin planning for next year’s teacher assignments and hiring needs. Accordingly, the Board proposes for this year an early notice severance arrangement under which a tenured teacher will receive \$4,000 if the tenured teacher provides written notice of their intent to resign or retire on or before 4:00 p.m., April 9, 2021.

The District and Association agree that the Board will implement this provision immediately so teachers who plan to resign or retire at the end of this school year would still be eligible for the bonus.

1. A tenured teacher who gives written notice of their termination of employment effective at the end of the school year, to the District by 4:00 p.m. on April 9, 2021 will receive a Four Thousand Dollar (\$4,000) bonus paid in one lump sum, subject to any state and federal tax withholds. At the employee’s option, designated in writing, the lump sum will be paid into an established 403(b) account.
2. The lump sum payment will be included in the employee’s last payroll with the District. A teacher must be actively employed or on approved paid leave of absence and not on layoff at the time notice is given.
3. A teacher who gives early notice shall be eligible for any Voluntary Severance Plan (VSP), Early Retirement Incentive (ERI), or similar incentive/plan the BOE offers if that teacher otherwise qualifies for said plan/incentive.

MANISTEE AREA PUBLIC SCHOOLS

By: *Ronald J. Stoneman*
Ronald J. Stoneman (Mar 24, 2021 11:41 EDT)
Ronald Stoneman
Its: Superintendent

Dated: March 24, 2021

**MANISTEE TEACHER ASSOCIATION,
MEA/NEA**

By: *Stacey Andrews-Ramsey*
Stacey Andrews-Ramsey (Mar 24, 2021 11:45 EDT)
Stacey Andrews-Ramsey
Its: President

Dated: March 24 2021