

**Letter of Agreement**  
**between the**  
**Ionia Public Schools Board of Education**  
**And the**  
**Ionia Education Association**

RE: Prior Years of Service, One-time adjustment to the Non-Instructional Rate for Instructional Strategies Training

It is hereby acknowledged and agreed by the parties set forth above as follows:

**Prior Years of Service**

Effective with the first pay of the 2023-2024 school year, all current IEA bargaining unit members who have not reached the longevity step of the IEA contract will be “made whole” in that they will receive credit for any prior years of service under Article XXII not granted up to longevity in accordance with Article XXI. There will be no retroactive compensation prior to the 2023 - 2024 school year. This provision ends upon the expiration of the 2021-2024 master agreement.

**One-time adjustment to the Non-Instructional Rate for Brain-Based Instructional Strategies**

All IPS-employed teachers and Administrators will watch and reflect upon a virtual training (approximately 90 minutes total) being offered during the summer prior to their return on August 16, 2023. Each employee will respond to a reflection document as evidence of completion and take part in further discussions held during our welcome-back days. Each employee will be compensated \$100 for their learning time over the summer. Payment is to be added to the first payment of the 2023-2024 school year.



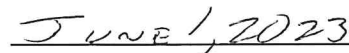
\_\_\_\_\_  
Association Representative



\_\_\_\_\_  
Superintendent



\_\_\_\_\_  
Date



\_\_\_\_\_  
Date

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The parties hereby agree to a one-time adjustment of the 2023 - 2024 school year calendar for the purposes of ending the 1st semester on December 22, 2023. The second semester will commence upon the ending of winter break and returning to school on January 8, 2024. In addition, the following half days will be adjusted:

- December 21, 2023 will become an AM 1/2 day for students, and PM Staff Records
- December 22, 2023 will become an AM 1/2 day for students, and PM Staff Records
- January 11, 2024 will become a full day for students and staff
- January 12, 2024 will become an AM 1/2 day for students, and PM Staff PLC

 8-2-23  
\_\_\_\_\_  
IEA President

 8-2-23  
\_\_\_\_\_  
IPS Superintendent