Letter of Understanding
Between the
L'Anse Creuse Public Schools
And
The L'Anse Creuse Education Association, MEA-NEA

This Letter of Understanding ("LOU") is entered into by and between L'Anse Creuse Public Schools ("District") and the L'Anse Creuse Education Association ("Association") for the purpose of modifying the language of **Article IV, Professional Compensation, D** in the 2025-2028 Collective Bargaining Agreement.

ARTICLE IV
Professional Compensation

D.
With the exception of teachers that have retired and are collecting a pension through the Michigan Public School Employees' Retirement System, the Superintendent may place a newly employed teacher or a teacher returning to the system after a break in service of one (1) year or more, excluding approved leaves of absence or layoffs, at any Step on the salary schedule. It is understood that a teacher shall not be given experience credit on the salary schedule in excess of his/her teaching or related experience, but may be placed on the salary schedule at any Step up to his/her years of experience. Teachers that collect a pension through the Michigan Public School Employees' Retirement system, **excluding Psychologists, Social Workers, and Speech Pathologists,** shall be placed on the salary schedule no higher than Step 9. **Psychologists, Social Workers, and Speech Language Pathologists may be placed on the salary schedule up to five (5) steps above their actual years of professional experience in their respective positions. Special Education teachers, excluding those that are collecting a pension through the Michigan Public School Employees' Retirement System, may be placed on the salary schedule up to five (5) steps above their actual years of special education teaching experience.** Signing of the individual contract by the teacher shall constitute agreement with the placement on the salary schedule and said teacher shall have no legal recourse regarding such placement. A vocational teacher not holding a degree but certified by the State will be placed on the salary schedule no higher than the bachelor's maximum. Credit for experience in that vocation may be given at the rate of one (1) year for every year of work experience beyond four (4) years.

Except as expressly modified by this Letter of Understanding, all other provisions of the Collective Bargaining Agreement shall remain in full force and effect.

This Letter of Understanding shall become effective upon execution by both parties and shall remain in effect until incorporated into a successor Collective Bargaining Agreement or otherwise modified by mutual written agreement.

L'Anse Creuse Public Schools

By: _____

Date: 11/9/26

Anita Dzieszkowski
Director for Human Resources
L'Anse Creuse Public Schools

L'Anse Creuse Education Association

By: _____

Date: 11/9/26

Kelly McDevitt
President
MEA-NEA Local 1, L'Anse Creuse