

## **LETTER OF AGREEMENT**

### **2025-2026 PERMITTED TEACHERS**

**This Non-Precedent Setting Letter of Agreement is entered into between LAKEVIEW SCHOOL DISTRICT (the "District") and LAKEVIEW EDUCATION ASSOCIATION/MEA/NEA (the "Association").**

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The District and the Association acknowledge the present challenge presented by the District's ability to employ permitted teachers to teach classes while they work on their certification. The District and the Association agree to make the following changes for the 2025-2026 school year concluding June 30, 2026. Should the District and the Association agree to extend this Agreement it may only be in one (1) year increments with another letter of agreement.

- The District will follow all Michigan Department of Education rules for permitting of uncertified teachers, and will be compliant with ESSA Parents' Right-To-Know requirements. The District will offset the cost of the permit to the teacher after thirty (30) days of employment.
- The District agrees not to supplant current bargaining unit work from certified teachers beyond a maximum of sixteen (16) permitted positions for the 2025-2026 school year. Current bargaining unit positions will not be decreased in favor of permitted teacher positions. The District will continue to post open positions including those held by permitted teachers.
- Permitted teachers will be placed at step BA 1 on the salary schedule and remain there until they are certified. Permitted teachers who successfully become certified will provide a copy of their Michigan Teaching Certificate to the District and the Association. The teacher will continue to work for the District and will be promoted into the position they are currently permitted. Once certified the teacher may also apply for any other posted positions for which they are certified and qualified. At the point of certification, the teacher will begin to earn seniority and will be placed upon the salary schedule in a manner reflective of their teaching experience that is inclusive of their permitted time.

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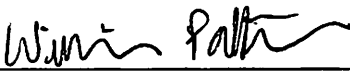
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- Permitted teachers will be considered bargaining unit members, and will be fully covered by the collective bargaining agreement except stated differently in this Agreement. Permitted teachers may fully join the Lakeview Education Association/MEA/NEA.
- Neither the District nor Association waive any other rights or protections respectively afforded them by the terms of the Collective Bargaining Agreement.

FOR  
LAKEVIEW SCHOOL DISTRICT

By:   
Its: President LEA  
Dated: 7-24-25

FOR  
LAKEVIEW EDUCATIONAL ASSOCIATION/MEA/NEA

By:   
Its: Superintendent  
Dated: 7-21-25