LETTER OF AGREEMENT

Between

Byron Area Schools Board of Education

and

Byron Education Association (BEA)

2026–2027 School Year

Before/after-school Tutoring Program

This Letter of Agreement is entered into between the Byron Area Schools Board of Education ("Board") and the Byron Education Association ("Association") for the purpose of establishing compensation and parameters for before/after-school tutoring during the 2026–2027 school year.

The parties agree to the following:

1. **Purpose**
   The before/after-school tutoring initiative is intended to provide additional academic support to students and increase student achievement, with particular emphasis on improving performance on state standardized assessments and supporting the successful attainment of student learning objectives.
2. **Compensation**
   Teachers participating in the before/after-school tutoring program shall be compensated at a rate of **$28.38 per hour** for approved before/after-school tutoring services performed during the 2026–2027 school year.
3. **Student Attendance**
   A teacher must have a minimum of **one (1) student** in attendance in order to be eligible for payment. There shall be **no maximum number of students** who may participate in a tutoring session, provided that the teacher can appropriately and safely provide the tutoring services. All sessions must be a minimum of thirty (30) minutes and no longer than one (1) hour.
4. **Attendance Documentation**
   Teachers providing before/after-school tutoring shall maintain a student sign-in/attendance sheet for each tutoring session. The attendance sheet shall identify the students who attended and include the **date and beginning and ending time** of the tutoring session.

   The student attendance documentation shall be submitted with the teacher's corresponding time card for payment.

5. **Frequency of Tutoring**
   Individual teachers may provide before/after-school tutoring for **no more than three (3) days per week** during the 2026–2027 school year.
6. **Scheduling**
   Tutoring sessions shall be scheduled outside of the teacher's regular contractual workday and shall be approved and coordinated through the appropriate building administrator or designee.
7. **Timekeeping and Payment**
   Teachers shall record all tutoring hours on the appropriate time card. Payment shall be made at the agreed-upon rate of $28.38 per hour following submission and verification of the required time card and student attendance documentation.
8. **No Change to Collective Bargaining Agreement**
   This Letter of Agreement is intended specifically to establish the terms and compensation for the before/after-school tutoring initiative for the **2026–2027 school year**. Except as expressly stated herein, all other provisions of the collective bargaining agreement between the Byron Area Schools Board of Education and the Byron Education Association shall remain unchanged and in full force and effect.
9. **Duration**
   This Agreement shall be effective for the **2026–2027 school year only** and shall expire at the conclusion of the 2026–2027 school year unless extended or otherwise modified through mutual written agreement of the parties.
10. **Mutual Agreement**
    This Letter of Agreement represents the full understanding of the Board and the Association regarding the before/after-school tutoring compensation and program parameters described herein.

Agreed to and accepted by the parties:

BYRON AREA SCHOOLS BOARD OF EDUCATION

President, Board of Education: _____

Date: 9-21-26

BYRON EDUCATION ASSOCIATION

President, Byron Education Association: _____

Date: 9-14-26

Byron Superintendent

Superintendent: Brandon Chapman: _____

Date: 9-11-2026