

**LETTER OF AGREEMENT**

**Between the  
Bay-Arenac Education Association, Bay-Arenac Bay-Arenac American Federation of Teachers, Steelworkers, Bay- Arenac Service Employee Association, BAISD Administration, BAISD Academic, Technical and Administrative Support Group, Bay-Arenac Educational Support Personnel Association  
and the  
Bay Arenac Intermediate School District Board of Education (“Board”)**

This LETTER OF AGREEMENT, entered into, by, and between the Board of Education of the Bay-Arenac Intermediate School District ("Board"), and the Bay-Arenac Education Association, Bay-Arenac American Federation of Teachers, Steelworkers, Bay-Arenac Service Employee Association, BAISD Administration, BAISD Academic, Technical and Administrative Support Group, Bay-Arenac Educational Support Personnel Association signifies that the parties agree as follows:

WHEREAS, educational staff shortages have begun to negatively impact BAISD programs and services; an educator retention bonus is one way to alleviate shortages. It is important to hire and retain qualified staff. As permitted by the Board, an off-schedule retention bonus will be utilized as a retention tool for all departments and positions at BAISD. In recognition of the work and commitment of all our staff during the 2022-2023 school year, the Board will offer an off-schedule retention bonus to eligible staff still employed with BAISD on June 9, 2023, to the retention bonus going into effect.

Therefore, the Board and the Bay-Arenac Education Association, Bay-Arenac American Federation of Teachers, Steelworkers, Bay-Arenac Service Employee Association, BAISD Administration, BAISD Academic, Technical and Administrative Support Group, Bay-Arenac Educational Support Personnel Association agree as follows:

1. An off-schedule retention bonus will be paid to eligible staff still employed by the BAISD on June 9, 2023.
2. The off-schedule retention bonus will be paid to eligible staff on the June 23, 2023, payroll. This compensation payment will be subject to all normal payroll withholdings (Federal, State, and FICA).
3. The following formula will be used to determine the amount the eligible staff will receive for the off-schedule retention bonus:

Retention Bonus	
Years of Service	% of Base Wage
0-5	1.50%
6-9	2.00%
10+	2.50%

4. Years of service will be determined by the number of continuous years the staff member has worked for the BAISD as of June 9, 2023.
5. If a staff member resigns or is terminated before the end of the 2022-23 school year based on the calendar for the program in which they are employed, they will not be eligible for any off-schedule retention bonus or any fraction of a retention bonus. The Board shall not be obligated to provide a retention bonus in subsequent school years. This off-schedule retention bonus shall not constitute an increase in any employee's base rate of pay.
6. \$500 has been identified as the minimum amount an eligible BAISD staff member will receive. This compensation payment will be subject to all normal payroll withholdings (Federal, State, and FICA).

It is understood that this Letter of Agreement sunsets on June 30, 2023, and constitutes the entire agreement of the parties in regard to the aforesaid matter, under the conditions so stipulated herein, and as such shall not affect or otherwise modify, nor be deemed precedent-setting with respect to the Collective Bargaining Agreements and/or the policies and procedures of the Board of Bay Arenac ISD.

*Delroy Hunt* 3/30/23  
 Bay-Arenac MESPA President Date

*Deish Pitt* 3/30/23  
 Bay-Arenac MESPA Vice President Date

*[Signature]* 4/10/23  
 Bay-Arenac AFT President Date

*Big m. su* 4-10-23  
 Bay-Arenac AFT Vice President Date

*Stan Burns* 3/30/2023  
 Bay-Arenac BAEA Co-President Date

*[Signature]* 4/11/23  
 Bay-Arenac BAEA Co-President Date

*[Signature]* 4/10/2023  
 Bay-Arenac Steelworker President Date

*Phyllis E. Burns* 4/10/23  
 Bay-Arenac Steelworker Unit Griever Date

*Michael G. Quain* 3/30/23  
 Superintendent Date

*[Signature]* 4/17/23  
 Board President Date

*[Signature]* 3/31/23  
 Bay-Arenac SEA President Date

*Heane K. Jones* 3/30/23  
 Bay-Arenac SEA Vice President Date

*Purnda Richardson* 4/17/23  
 Bay-Arenac ATAS Representative Date

*[Signature]* 4-17-23  
 Bay-Arenac Admin. Representative Date

*Abby Smith* 4/10/23  
 Bay-Arenac Steelworker Unit Secretary Date