

Letter of Agreement between St. Joseph County Intermediate School District Board of Education and St. Joseph County Intermediate Education Association (IEA)

This Agreement shall be deemed to come into effect August 11, 2025 and shall remain in effect up to and including June 30, 2026. The modification of the language is due to Early On Services being year round and to memorialize current work schedules.

Article IX: Section 3B

Current Language:

Due to the difference between student hours and staff hours, off-site staff may have extra days to work that are not included in student time. Wherever possible, ISD employees will follow the ISD calendar for beginning and ending of the year dates and activities. Extra days will be used for ISD activities if possible.

Modification to add the current language:

Staff who support Early On (OT, PT, SSW, SLP, Infant and Toddler Special Education Teacher) will follow the approved schedule agreed upon by the employee and supervisor, following the Early On Year Round Service Calendar. Due to year round services, a total of 15 days are taken off during the Board approved working calendar to work those 15 days over the summer to fulfill the contract. *(if an employee begins mid year, days will be prorated)* Early On Year Round Service Days will be planned out each year between the employee and supervisor. Days must be added to the Early On Year Round Service Calendar by the last working day of the "Opening Week", each year. Days may be changed, based on needs, and once the supervisor can ensure the day(s) will not negatively impact student services, the supervisor will approve the moved days on the Early On Year Round Service Calendar.

In witness thereof, the parties hereto have caused this modification to be signed by their representatives on this 17th day of October 2025.

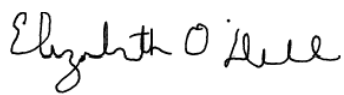
All terms and conditions of the current IEA Master Agreement not modified by this Agreement remain in effect.

No precedent, custom, or binding past practice is established by this Agreement.

[Signatures to appear on the next page]

St. Joseph County Intermediate School District Board of Education

By:

A handwritten signature in black ink, appearing to read "Elizabeth O'Neil". The signature is written in a cursive style with a large initial 'E'.

It's: Board President

Date: 10/19/2025

St. Joseph County Intermediate Education Association (IEA)

By:

A handwritten signature in black ink, appearing to read "Amy Butler". The signature is written in a cursive style with a large initial 'A'.

It's: President

Date: 10/17/2025