

## LETTER OF AGREEMENT

Between  
Ravenna Public Schools  
And  
Ravenna Education Association

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The Board of Education of Ravenna Public Schools and the Ravenna Education Association (REA) agree that the current contract which expires June 30, 2023 will require the following revisions due to adjustments at the state level. During the term of this interim agreement, all terms and conditions of the current contract shall be in full force and effect and shall be adhered to.

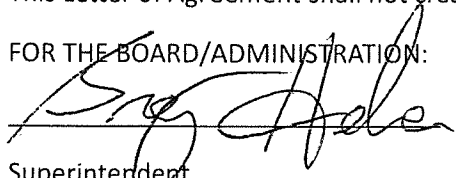
This Letter of Agreement has been negotiated due to the audit from the MAISD resulting in needing one additional staff day due to the wording in our contract; the State Education Department not allowing districts to count remote days as instructional days; and the state of Michigan changing the need to advance to a Professional Certificate when they changed the certificate name from Provisional to Standard in 2017.

The revisions are as follows:

- 1) Article XVIII - Calendar revised to read: "The regular school year(s) for the term of the agreement shall be determined based on the calendar negotiations each year. The detailed calendar is outlined in Appendix A."
- 2) Article XIX - Professional Compensation A.1., paragraph 2, sentence 1 revised to read: "Total annual salary is based upon the total number of days of work for the entire school year determined during calendar negotiations each year regardless of whether the days actually worked are the same as originally scheduled or are different from those originally scheduled due to rescheduling by the Board."
- 3) Article XIX - Professional Compensation A. 2., paragraph 3 deleted in its entirety. The following language in that paragraph will be removed: "~~Staff and students should bring home technology and materials throughout the winter, if adverse weather is in the forecast. If able we will announce 2 hours prior to dismissal to bring home technology and materials.~~"
- 4) Article XIX - Professional Compensation A. 2. b. deleted in its entirety, removed the times for remote learning on adverse weather days.
- 5) Article XIX - Professional Compensation F, paragraph 1 revised deleting the last 8 words in sentence 1 to read: The qualifications for professional level advancement from Level 1 (Probationary) to Level 2 (Professional) shall require the successful completion of the probationary teaching period, ~~and the attainment of a Professional Teaching Certificate.~~ Advancement shall require three yearly effective or highly effective ratings on the year end summative teacher evaluations during the time in which the teacher was at Level 1A, and two yearly effective or highly effective ratings on the year end summative teacher evaluations during the time in which the teacher was a level 1B.

This Letter of Agreement shall not create a past practice or establish precedence.

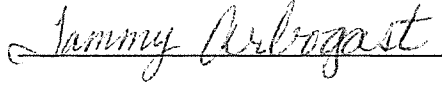
FOR THE BOARD/ADMINISTRATION:



Superintendent  
Ravenna Public Schools

Dated: 5/11, 2022

FOR THE ASSOCIATION:



President  
Ravenna Education Association (REA)

Dated: 5/11, 2022