

**BLOOMINGDALE PUBLIC SCHOOLS BOARD OF EDUCATION  
AND  
THE VAN BUREN EDUCATION ASSOCIATION / BLOOMINGDALE EDUCATION  
ASSOCIATION / MEA-NEA  
AND  
THE VAN BUREN COUNTY EDUCATION ASSOCIATION / BLOOMINGDALE  
EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION / MEA-NEA**

**LETTER OF AGREEMENT**

This Letter of Agreement (“LOA”) is entered into between the Board of Education of Bloomingdale Public Schools (“District”), the Van Buren Education Association/Bloomingtondale Education Association/MEA-NEA (“BEA”), and the Van Buren County Education Association/Bloomingtondale Educational Support Personnel Association/MEA-NEA (“BESPA”).

**WHEREAS:**

1. The District and the Associations are parties to collective bargaining agreements covering employees in their respective bargaining units.
2. Section 271 of the Michigan State School Aid Act (MCL 388.16271) provides funding to school districts for the purpose of increasing compensation for educators.
3. Section 271 requires that districts with labor unions representing educators bargain any increases in compensation funded under this section with those unions.
4. The parties have met and bargained regarding the distribution of these funds and wish to memorialize their agreement.

**THEREFORE, the Parties agree to the following:**

**1. Purpose of the Payment**

Funds received by the District under Section 271 of the State School Aid Act will be used to provide a one-time compensation payment to eligible educators working in Bloomingdale Public Schools for the 2025–2026 school year. These payments shall be in addition to any compensation negotiated in existing collective bargaining agreements.

**2. Eligible Employees**

Eligible employees include all regular employees of Bloomingdale Public Schools including:

- Members of the BEA bargaining unit
- Members of the BESPA bargaining unit

- Non-union district employees
- Third-party contracted employees working in district positions through Edustaff, including:
  - food service workers
  - custodians
  - maintenance workers
  - bus drivers
- Full-time substitute teachers employed through Edustaff on a daily basis for the entire school year
- Substitute teachers employed through EduStaff in consistent long-term assignments, defined as working eleven(11) or more consecutive workdays and covering at least seventy-five percent (75%) of scheduled workdays between March 4, 2026 and April 17, 2026.

The following employees are not eligible:

- Athletic coaches
- Substitute employees not employed daily for the full school year or meeting the long-term substitute requirements described in #2 above.
- Casual or temporary employees not otherwise regularly scheduled for the school year

### **3. Distribution Method**

The District will distribute Section 271 funds as follows:

1. The total amount of Section 271 funding allocated to the District for educator compensation will be divided equally among eligible employees as defined above.
2. Employees working 0.75 FTE or greater will receive the full calculated amount.
3. Employees working less than 0.75 FTE will receive one-half (½) of the full calculated amount.

The payment amount will be subject to applicable deductions, including but not limited to taxes, retirement contributions, and any required district or third-party administrative reductions.

### **4. Employment Requirement**

To be eligible for the payment, employees must:

- Be employed by the District or working in an eligible position as of March 4, 2026, and
- Remain employed through April 17, 2026.

### **5. Payment Date**

The one-time payment will be issued through the District's regular payroll system in the April 24, 2026 paycheck.

### **6. Bargaining Obligation**

By entering into this LOA, the parties agree that the District has satisfied its obligation to bargain the distribution of Section 271 funds with the Associations.

**7. Non-Precedent Setting**

This agreement is non-precedent setting and shall not be used to establish any past practice or interpretation of the collective bargaining agreements.

**8. Entire Agreement**

This LOA contains the entire agreement between the parties regarding the distribution of Section 271 funds and may only be modified by mutual written agreement.

**9. Board Approval**

This LOA is contingent upon approval by the Bloomington Public Schools Board of Education.

**AGREED AND ACCEPTED:**

BOARD OF EDUCATION OF  
BLOOMINGDALE PUBLIC SCHOOLS

By: Devin R. [Signature]

Its: President

Date: 3/23/26

VAN BUREN EDUCATION ASSOCIATION /  
BLOOMINGDALE EDUCATION  
ASSOCIATION / MEA-NEA

By: Debra [Signature]

Its: President

Date: 3/24/26

VAN BUREN COUNTY EDUCATION  
ASSOCIATION / BLOOMINGDALE  
EDUCATIONAL SUPPORT PERSONNEL  
ASSOCIATION / MEA-NEA

By: [Signature]

Its: President

Date: 3/24/26