



MONTCALM AREA INTERMEDIATE SCHOOL DISTRICT

621 New Street ♦ PO Box 367 ♦ Stanton, Michigan 48888

Telephone: 616-225-4700 ♦ TDD: 800.649.3777 ♦ Fax: 989.831.8727 ♦ www.maisd.com

Our Vision: MAISD will be an educational partner in building strong communities.

Our Mission: In partnership with its communities, MAISD provides innovative & effective learning opportunities for students, schools and families.

MONTCALM AREA INTERMEDIATE SCHOOL DISTRICT

Letter of Agreement

The Montcalm Area Intermediate School District (MAISD) Board of Education and the Montcalm Area Intermediate School District Education Association agree to the following:

This Letter of Agreement is entered into by and between Montcalm Area Intermediate School District (“District”) and Montcalm Area Intermediate School District Education Association (“Union”) for the purpose of outlining mutual agreement on additional work days for Heather Keur during the 2025–2026 contract year.

Under Article IV (Working Conditions: E. Calendar), we will be adding the following to address Additional Work Days for 2025-2026.

Purpose

To provide flexibility for the District to assign additional work days to designated staff for professional duties supporting student achievement and organizational needs.

- Additional Days: Four (4) additional work days assigned to identified bargaining unit members who are assigned to Seiter Education Center EI or ASD classroom programs 2025–2026 contract year.
- Compensation: Additional days will be paid at the employee’s daily rate based on their 2025–2026 contractual salary.
- Scheduling: Training and Professional Development will be scheduled between August 1 and September 30, 2025.
- Scope of Work: Tasks performed on additional days include Therapeutic Crisis Intervention (TCI) training, curriculum work, program implementation, and other initiatives aligned with District goals.
- Non-Precedent Setting: This agreement applies only to the 2025–2026 school year and shall not constitute a precedent for future agreements or negotiations.

Montcalm Area ISD: Serving our School Partners

Carson City-Crystal ♦ Central Montcalm ♦ Greenville ♦ Lakeview ♦ Montabella ♦ Tri County ♦ Vestaburg ♦ Flat River Academy ♦ Success Virtual Learning Centers

It is the policy of Montcalm Area Intermediate School District that no person shall be subjected to discrimination in any educational program, service, or activity that it provides, nor in any employment for which it is responsible. As such, MAISD and its Board of Education does not discriminate on the basis of race, color, national origin, gender (including orientation or transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected classes. Inquiries related to discrimination should be directed to the MAISD Superintendent.

Integration

Effective date of Agreement will be July 1, 2025 through June 30, 2026. This Letter of Agreement shall be attached to and considered a formal addendum to the 2025–2026 Master Agreement.

Signed: Kathleen Flynn Date: 5/21/25
Kathleen Flynn, Superintendent
Montcalm Area Intermediate School District

Signed: Angela Porter Date: 5-21-25
Angela Porter
Montcalm Area Intermediate School District
Education Association



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This Letter of Agreement is entered into by and between Montcalm Area Intermediate School District (“District”) and Montcalm Area Intermediate School District Education Association (“Union”) for the purpose of outlining mutual agreement on additional work days for Emma Burns during the 2025–2026 contract year.

Under Article IV (Working Conditions: E. Calendar), we will be adding the following to address Additional Work Days for 2025-2026.

Purpose

To provide flexibility for the District to assign additional work days to designated staff for professional duties supporting student achievement and organizational needs.

- Additional Days: Ten (10) additional work days assigned to identified bargaining unit members who are assigned to Seiter Education Center EI or ASD classroom programs 2025–2026 contract year.
- Compensation: Additional days will be paid at the employee’s daily rate based on their 2025–2026 contractual salary.
- Scheduling: Training and Professional Development will be scheduled between July 1-August 1, 2025.
- Scope of Work: Tasks performed on additional days include Therapeutic Crisis Intervention (TCI) training, curriculum work, program implementation, and other initiatives aligned with District goals.
- Non-Precedent Setting: This agreement applies only to the 2025–2026 school year and shall not constitute a precedent for future agreements or negotiations.

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Kathleen Flynn, Superintendent
Montcalm Area Intermediate School District

Signed: Angela Porter Date: 5-21-25
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This Letter of Agreement is entered into by and between Montcalm Area Intermediate School District (“District”) and Montcalm Area Intermediate School District Education Association (“Union”) for the purpose of outlining mutual agreement on additional work days for Allyson Cramer during the 2025–2026 contract year.

Under Article IV (Working Conditions: E. Calendar), we will be adding the following to address Additional Work Days for 2025-2026.

Purpose

To provide flexibility for the District to assign additional work days to designated staff for professional duties supporting student achievement and organizational needs.

- Additional Days: Ten (10) additional work days assigned to identified bargaining unit members who are assigned to Seiter Education Center EI or ASD classroom programs 2025–2026 contract year.
- Compensation: Additional days will be paid at the employee’s daily rate based on their 2025–2026 contractual salary.
- Scheduling: Training and Professional Development will be scheduled between July 1-August 1, 2025.
- Scope of Work: Tasks performed on additional days include Therapeutic Crisis Intervention (TCI) training, curriculum work, program implementation, and other initiatives aligned with District goals.
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This Letter of Agreement is entered into by and between Montcalm Area Intermediate School District (“District”) and Montcalm Area Intermediate School District Education Association (“Union”) for the purpose of outlining mutual agreement on additional work days for Sarah Cambell during the 2025–2026 contract year.

Under Article IV (Working Conditions: E. Calendar), we will be adding the following to address Additional Work Days for 2025-2026.

Purpose

To provide flexibility for the District to assign additional work days to designated staff for professional duties supporting student achievement and organizational needs.

- Additional Days: Ten (10) additional work days assigned to identified bargaining unit members who are assigned to Seiter Education Center EI or ASD classroom programs 2025–2026 contract year.
- Compensation: Additional days will be paid at the employee’s daily rate based on their 2025–2026 contractual salary.
- Scheduling: Training and Professional Development will be scheduled between July 1-August 1, 2025.
- Scope of Work: Tasks performed on additional days include Therapeutic Crisis Intervention (TCI) training, curriculum work, program implementation, and other initiatives aligned with District goals.
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Under Article IV (Working Conditions: E. Calendar), we will be adding the following to address Additional Work Days for 2025-2026.

Purpose

To provide flexibility for the District to assign additional work days to designated staff for professional duties supporting student achievement and organizational needs.

- Additional Days: Ten (10) additional work days assigned to identified bargaining unit members who are assigned to Seiter Education Center EI or ASD classroom programs 2025–2026 contract year.
- Compensation: Additional days will be paid at the employee’s daily rate based on their 2025–2026 contractual salary.
- Scheduling: Training and Professional Development will be scheduled between July 1-August 1, 2025.
- Scope of Work: Tasks performed on additional days include Therapeutic Crisis Intervention (TCI) training, curriculum work, program implementation, and other initiatives aligned with District goals.
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- Additional Days: Ten (10) additional work days assigned to identified bargaining unit members who are assigned to Seiter Education Center EI or ASD classroom programs 2025–2026 contract year.
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