

Letter of Agreement
Board of Education Buchanan Community Schools
and
Buchanan 5C Education Association, MEA/NEA

Teacher Placement, Reduction in Force and Recall

This Agreement is between the Board of Education of the Buchanan Community Schools (Board) and the Buchanan 5C Education Association, MEA/NEA (Association), and collectively (the Parties).

Recitals

- A. Revised School Code Section 1248 addresses teacher evaluation and was amended, effective July 1, 2024. See MCL 380.1248 as amended by 2023 PA 116.

- B. Amended Section 1248, in part, states that “a collective bargaining agreement must include, at a minimum, the standards in this section.” Those standards are as follows:
 - 1. “For teachers, as defined under section 1249, when filling a vacancy, placing a teacher in a classroom, or conducting a staffing or program reduction or any other personnel determination resulting in the elimination of a position, the board ... shall not adopt, implement, maintain, or comply with a policy or collective bargaining agreement that provides length of service as the sole factor in personnel decisions. This subsection does not prevent length of service from being considered as a tiebreaker if a personnel decision involves 2 or more employees and all other factors distinguishing those employees from each other are equal.” (Section (2)).
 - 2. “The board ... shall adopt, implement, maintain, and comply with clear and transparent procedures for all personnel decisions under this section. Effectiveness as measured under the performance evaluation system in section 1249 or as otherwise collectively bargained must be used as a factor for personnel decisions under this section. Any other relevant factors may be used for personnel decisions under this section, including, but not limited to, the following:
 - (a) The teacher's length of service in a grade level or subject area.
 - (b) The teacher's disciplinary record.
 - (c) Relevant special training. This factor may be based on completion of relevant training other than the professional development or continuing

education that is required by the employer or by state law, and integration of that training into instruction in a meaningful way. (Section (3)(a).

- C. Adopted June 10, 2024, Board Policy 4402-R (Teacher Placement) and Board Policy 4405-R (Reduction in Force and Recall) reflect the legal standards stated in amended Section 1248. See attached Board Policy 4402-R and 4405-R, incorporated by reference.

Agreement

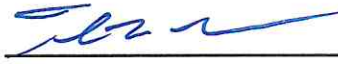
1. Board Policies 4402-R and 4405-R do not conflict with any applicable provisions of the Parties' current collective bargaining agreement, which was ratified by the Board on June 10, 2024, and is effective through June 30, 2027.
2. For the duration of this Agreement, decisions about teacher placement will be conducted pursuant to Board Policy 4402-R and this Agreement.
3. For the duration of this Agreement, decisions about teacher reduction in force and recall will be conducted pursuant to Board Policy 4405-R and this Agreement.
4. This Agreement expires on June 30, 2027.
5. This Agreement is a non-precedent setting and contains the Parties' entire understanding and cannot be modified without further written agreement by the Parties.

For the Board of Education



Patricia Robinson, Superintendent

For the Buchanan Education Association



Tom Brinks, President

August 15, 2024

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