

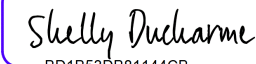


Letter of Agreement
Between
The Bay-Arenac Intermediate School District
and
Michigan Education Support Personnel Association (MESPA)

The Bay-Arenac ISD and the Michigan Education Support Personnel Association (MESPA) agree that starting with the 2024 - 2025 school year, any bargaining employees may choose either 21 or 26 pays in a school year. This Letter of Agreement serves as clarification for 21 or 26 pays for year 2 (two) of the agreement.

Beginning in the 2024-2025 school year, bargaining unit members will have the choice of 21 pays or 26 pays. If an employee chooses 26 pay periods, health insurance will be taken for 26 pay periods. If the employee chooses 21 pays, health insurance will be taken from 21 pays. The employee is committed to their choice of 21 pays or 26 pays for the entire school year and may change their selection only at the beginning of each school year, when requested selections are to be made before each new school year. Beginning with the 2025 - 2026 school year, if the employee has missed more than 3 (three) unpaid leave days, the employee will revert to 21 pays and will be required to complete timesheets daily for time worked.

<div>Signed by:</div> <div></div> <div><small>CB7CAE037D494E0...</small></div> <div>Signature for the Association - BAISD-ESPA</div>	<div>9/4/2025</div> <div>_____</div> <div>Date</div>
<div>Signed by:</div> <div></div> <div><small>6A9E74C7AE09425...</small></div> <div>Signature for the Association - BAISD-ESPA</div>	<div>9/4/2025</div> <div>_____</div> <div>Date</div>
<div>Signed by:</div> <div></div> <div><small>BD1B53DB81144CB...</small></div> <div>Signature for the District</div>	<div>9/4/2025</div> <div>_____</div> <div>Date</div>