

LETTER OF AGREEMENT

Between the

BOARD OF EDUCATION OF DANSVILLE SCHOOLS

And

INGHAM/CLINTON EDUCATION ASSOCIATION/DANSVILLE EDUCATION ASSOCIATION

And

DANSVILLE EDUCATIONAL SUPPORT PROFESSIONALS ASSOCIATION

RE: State School Aid Act Section 271 Educator Compensation Distribution

February 4, 2026

This Letter of Agreement (LOA) is entered into by and between the **Ingham/Clinton Education Association/ Dansville Education Association (DEA)**, the **Dansville Educational Support Professionals Association (DESPA)** (collectively, the "Associations") and the **Dansville Schools (District) Board of Education (Board)**, concerning State funding available under State School Aid Act Section 271, MCL 388.16271 (section 271). This LOA is an amendment to the current collective bargaining agreements between the Associations and the District (CBAs).

Background:

1. Section 271 allocates one-time funding to districts to increase educator compensation. The District has been allocated a total of **\$105,400** under section 271.
2. The parties agree that all bargaining unit employees of DEA and DESPA are "educators" as currently defined by section 271.
3. The parties have collectively bargained Section 271 compensation and desire to distribute Section 271 funds to bargaining unit members and certain at-will employees pursuant to the provisions below. The parties agree that, by entering into this LOA, the District has satisfied its obligation to bargain section 271 funds.

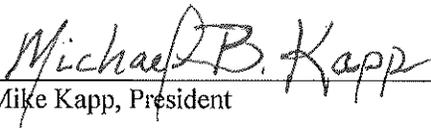
The Parties Agree:

1. Qualifying Criteria. An employee is eligible for payment if the employee: (1) is a bargaining unit member of DEA or DESPA, or holds one of the positions identified below; (2) is employed by the District as of **Monday, January 5, 2026**; and (3) reported for duty for the District during the 2025-26 school year. The following positions are also eligible for payment under this LOA: Office Managers (2), Executive Assistant (1), Food Services Director & personnel (7), Principals (3), Athletic Director (1), Facilities Supervisor (1), Grounds (1), and Building Substitute (1).
2. Grant Distribution: The District shall first deduct all applicable fees, FICA and retirement costs from the grant award associated with the compensation payments. The remaining balance shall be distributed as a net payout of **\$905.00** per full-time person to eligible employees as set forth below.
3. Payment Allocation. All identified individuals above shall receive the \$905.00 net payout with the exceptions of one DESPA member working less than half time shall receive \$452.00, and five food

services personnel working less than seven hours shall receive \$678.00.

4. Verification Process. Prior to payment, each Association shall have the opportunity to review and provide feedback on the list of eligible recipients. The list shall include each name and expected net stipend amount. Associations must submit any feedback or corrections to the District by the end of the day Tuesday, February 17, 2026. If an Association does not respond by this deadline, the list shall be deemed approved. If, based on feedback received, the District or Association determines additional time is needed to resolve questions or concerns, payment to members of that Association may be delayed until such matters are resolved.
5. Effective Date and Expiration. This LOA will be effective upon the signatures of all parties below. This LOA shall expire on September 30, 2026.
6. Board Approval. Notwithstanding anything to the contrary in this LOA, this LOA is contingent on the Board approving it before the payment date, as reflected in a Board resolution or Board meeting minutes. Payment shall be made on the first payroll following board ratification.
7. Effect. This LOA shall not be precedent setting.

For the Board



Mike Kapp, President

2-23-26

Date

For the DESPA

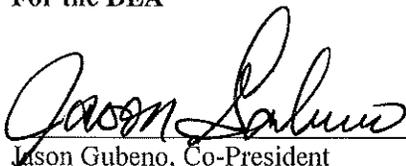


Sara Andrews, President

2-24-26

Date

For the DEA



Jason Gubeno, Co-President

2-24-26

Date

For the DEA



Kristen Ream, Co-President

2-24-26

Date