



Monroe County Intermediate School District
Human Resources & Legal Services
 1101 S. Raisinville Road
 Monroe, Michigan 48161
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LETTER OF AGREEMENT
MONROE COUNTY INTERMEDIATE SCHOOL DISTRICT (MCISD) and
THE EDUCATION SUPPORT PERSONNEL ASSOCIATION (ESPA)

271 Funds

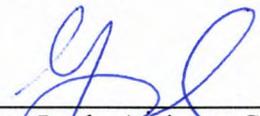
This Letter of Agreement (LOA) addresses the state funding available under Section 271 of the *State School Aid Act*, MCL 388.16271. By way of background, Section 271 allocates one-time funding to school districts to increase educator compensation. By signing below, the parties agree that all members of the ESPA collective bargaining unit fall under the definition of “educators” as provided in Section 271. The parties further agree that MCISD has satisfied the obligation to collectively bargain this matter by entering into this LOA.

MCISD will provide the one-time Section 271 funds it receives to each eligible bargaining unit member on the April 10, 2026 paycheck. An “eligible bargaining unit member” is defined as any individual directly employed by MCISD who: (1) was employed as of December 31, 2025; and (2) remains employed as of March 1, 2026. All ESPA members will receive \$118.00, less customary withholdings which include but are not limited to all applicable taxes and retirement contributions.

In the event of a verified overpayment of Section 271 funds, the affected bargaining unit member(s) will promptly repay MCISD. In the event of a failure to promptly repay, MCISD may exercise its authority under Section 7 of the *Payment of Wages and Fringe Benefits Act*, MCL 408.477 to reclaim the overpayment amount via a payroll deduction.

This LOA will expire on September 30, 2026. It establishes no precedent, binding practice, or custom nor a breach or modification of the parties’ collective bargaining agreement. Grievances related to Section 271 funds are limited to non-payment of such funds under this LOA. ESPA agrees it will not file or assist in any other claim, including an unfair labor practice charge, related to Section 271 funds or this LOA.

For MCISD:

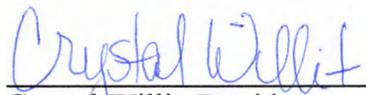


 Anya Lusk, Assistant Superintendent
 for Human Resources

3/16/26

 Date

For ESPA:



 Crystal Willit, President

3/5/2026

 Date