



Monroe County Intermediate School District  
Human Resources and Legal Services  
1101 S. Raisinville Road  
Monroe, Michigan 48161  
734-322-2640

**LETTER OF AGREEMENT (LOA) BETWEEN THE EDUCATIONAL ASSOCIATION  
OF THE MONROE COUNTY INTERMEDIATE SCHOOL DISTRICT (MCIEA) AND  
MONROE COUNTY INTERMEDIATE SCHOOL DISTRICT (MCISD)**

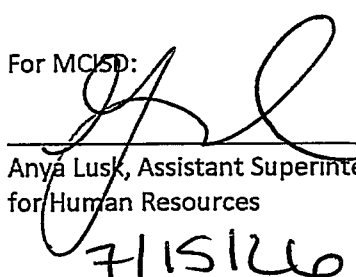
Locating qualified, available substitute teachers continues to be a challenge throughout Monroe County. To that end, MCIEA and MCISD enter into this LOA, which allows certified MCIEA bargaining members to substitute teach in exchange for additional compensation, as follows:

In the event a classroom teacher is absent for a full or partial day and a substitute teacher cannot be obtained, a certified employee may be assigned to serve as the substitute teacher of record (exclusive of long-term substitution). Certified employees will verify the assignment with their supervisor in order for time to be tracked. The total number of hours worked as a substitute in an assigned classroom will be aggregated every two (2) months and paid on the second pay of the following month. For example, September and October will be aggregated and paid on the second pay of November.

Bi-monthly aggregate hours will be divided by 7.5 daily hours for the pro rata days substituted for the two (2) month period and paid a daily rate of \$100.00 per day, in addition to the individual staff member's daily wages.

The process of assignment for unfilled classrooms is not subject to grievance; management retains right of substitute assignment. However, accuracy of hours and payments may be subject to a grievance. This LOA will go into effect at the beginning of the 2026-27 school year and will expire June 30, 2027. Except as otherwise stated in this paragraph, this LOA establishes no precedent, binding practice, or custom nor a breach of, modification of, or grievable event under the parties' collective bargaining agreement.

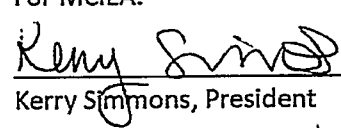
For MCISD:

  
Anya Lusk, Assistant Superintendent  
for Human Resources

Date

7/15/26

For MCIEA:

  
Kerry Simmons, President

Date

5/12/26