LETTER OF UNDERSTANDING
between
LAKE ORION COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION
and
LAKE ORION EDUCATION ASSOCIATION, MEA/NEA

The District and the Association agree to the following:

Clarification of Article VI Teaching Conditions Section 1 A:

In cases where maximum class size at the elementary level or class size averages at the secondary level exceed the limits as established in this article, resulting in an “overload” and/or when any one class period exceeds thirty-four (34) as the high school level or thirty-three (33) at the middle school level the Maximum Limit by three (3) or more students, or when concern about the make-up of the given class exists: The teacher(s) meets with the building administration and LOEA building representative to see a solution. Solutions shall be implemented as soon as possible with the exception of hiring new staff. That decision may wait until after student count day to ensure funding for additional students. Such solution may include, but not limited to, the following:

- Moving students
- Additional supplies and/or materials
- Substitute to allow teacher release time
  - Release time shall not be taken on a day preceding or following any other leave day.
- Staff Associate time
- Hiring an additional teacher
- A mutually agreed upon solution based on individual needs of a teacher

If after three (3) weeks no solution has been reached, the Superintendent, or his/her designee, and Association President shall meet and formulate a solution within five (5) school days.

Signed for the Association

Date 6/9/22

Signed for the District

Date 6-9-23