LETTER OF AGREEMENT

Between

EATON COUNTY EDUCATION ASSOCIATION

CHARLOTTE EDUCATION ASSOCIATION – MEA/NEA

and

CHARLOTTE PUBLIC SCHOOLS BOARD OF EDUCATION

**RE: ARTICLE 5: PROFESSIONAL COMPENSATION – RECRUITMENT STIPEND**

1. This Letter of Agreement is entered into between the Charlotte Public Schools Board of Education (the “District”) and the Eaton County Education Association/Charlotte Education Association-MEA-NEA (the “Association”).
2. The parties agree that any new collective bargaining group member hired for the 2022-2023 contract year, between June 1, 2022 and October 1, 2022, will receive a one-time off schedule employee recruitment payment in the amount of $3,000 (Three Thousand Dollars), less normal withholdings, on or before December 31, 2022. This payment is being made in an effort to recruit highly qualified employees.
3. Employees receiving this recruitment stipend are required to remain employed with Charlotte Public Schools through June 30, 2024. If an employee receives the recruitment stipend and voluntarily resigns prior to June 30, 2024, they are obligated to refund Charlotte Public Schools the full $3,000 prior to their resignation date.
4. Nothing in this Letter of Agreement shall constitute a precedent, practice or established working condition for prior circumstances involving the application or interpretation of the current Agreement between the District and the Association or any successor collective bargaining agreement between them.
5. This Letter of Agreement expires on June 30, 2024.

EATON COUNTY/CHARLOTTE CHARLOTTE PUBLIC SCHOOLS

EDUCATION ASSOCIATION BOARD OF EDUCATION

By: By:

Its: President Its: President

By: By:

Its: Unit Alternate Its: Superintendent

Date: Date: