

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 – RETENTION  
STIPEND AMENDMENT**

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. In recognition of teachers completing the retention period of December 1, 2021 through June 30, 2023, teachers providing a retirement notice in accordance with Article 5.K of the CEA collective bargaining agreement and a retirement date effective on or after June 30, 2023, will be eligible for the stipend agreed upon in the Retention Stipend Letter of Agreement signed November 8, 2021.
3. 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.
4. This Letter of Agreement expires on June 30, 2023.

EATON COUNTY/CHARLOTTE  
EDUCATION ASSOCIATION

By: Jamra Wassenborn  
Its: President

By: Julie S. Crossman  
Its: Unit Alternate

Date: March 14, 2023

CHARLOTTE PUBLIC SCHOOLS  
BOARD OF EDUCATION

By: Mark Byco  
Its: President

By: M. Stuart  
Its: Superintendent

Date: 3/27/23