

**Letter of Understanding
between
L'Anse Creuse Education Association, MEA-NEA
and
The L'Anse Creuse Public Schools Board of Education**

Re: Special Education and Speech Language Pathologist Overages

The Association and the District are parties to a Collective Bargaining Agreement (CBA) covering the 2022-2025 school years. In addition to the terms and conditions of the CBA, the L'Anse Creuse Board of Education and the L'Anse Creuse Education Association hereby agree as follows:

Special Education Overages

1. If, at any time during the school year, any K-12 Special Education Resource Room teacher's caseload exceeds 20 students, that teacher shall receive \$300.00 per student, per semester at the secondary level and \$200 per student, per trimester at the elementary level for each student over 20 on the teacher's caseload. This amount shall be prorated, based on number of days of the overage, for reductions in caseload overages that occur at any time during each semester/trimester.
2. If, at any time during the school year, any K-12 Teacher Consultant caseload exceeds 25 students, that teacher consultant shall receive \$300.00 per student, per semester at the secondary level and \$200.00 per student, per trimester at the elementary level for each student over 25 on the teacher consultant's caseload. This amount shall be prorated, based on number of days of the overage, for reductions in caseload/overages that occur at any time during each semester/trimester
3. For semester overages, payment shall be made in the last pay period in January for first semester overages and the last pay period in June for second semester overages. For trimester overages, payment shall be made in the last pay period in November for first trimester overages, the last pay period in March for second trimester overages, and the last pay period in June for the third trimester overages.

Speech Language Pathologist Caseload

1. The maximum caseload for Speech Language Pathologists is sixty (60) students.
2. Caseload shall be defined as number of students requiring services in accordance with an IEP.
3. The caseload number submitted for compensation shall be approved by the Special Education Director and Assistant Superintendent for Human Resources.
4. If, at any time during the school year, a Speech Language Pathologist's caseload exceeds sixty (60) students, additional compensation shall be as follows:

61 – 70 students	\$1000
71 – 80 students	\$1500
81 – 90 students	\$2000

90 + students \$2500

5. This amount shall be prorated, based on number of days of the overage, for reductions in caseload that occur at any time during the school year.

This agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the parties.

L'Anse Creuse Public Schools

By: 

Date: 11-18-25

Michael W. Van Camp
Interim Asst. Superintendent for Human Resources
L'Anse Creuse Public Schools

L'Anse Creuse Education Association,
MEA-NEA

By: 

Date: 11/18/2025

Kelly McDevitt
President
L'Anse Creuse Education Association,
MEA-NEA