



Letter of Agreement
between
New Buffalo Area Schools
and
New Buffalo 5-C Education Association

Explanation

Under current contract, as follows:

ARTICLE XI – PROFESSIONAL COMPENSATION

To be changed as follows:

Section 1:

Counselors may request to work additional days beyond the standard 185.5-day contract, not to exceed a total of 200.5 days annually. Such requests must be submitted in writing to the Superintendent on or before May 1 and must include a description of the duties to be performed, along with the number of days required to complete those duties for the upcoming school year. Approval of additional workdays is at the sole discretion of the Superintendent. Approved days shall be compensated at the counselor's per diem rate. Written confirmation of approved additional days will be provided to the counselor by the Central Office.

ARTICLE IX – TEACHER EVALUATION

To be changed as follows:

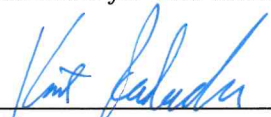
Section 1:

The 5D evaluation tool shall not be used for school counselors or the building trades teacher. In lieu of the 5D tool, these positions shall be evaluated based on job descriptions aligned with applicable evaluation timelines and procedures. On or before October 1 of each school year, a job description outlining responsibilities shall be submitted to the Superintendent. This document must be signed by the building principal, the school counselor, and/or the building trades teacher, signifying mutual agreement on the responsibilities for that school year which will be used for evaluation purposes.



Adam Bowen
Superintendent of Schools
6.9.25

Date



Kurt Raducha
President, New Buffalo 5-C Education Assoc
6-16-25

Date