

Subject: EAA Financial Incentives
Date: Wednesday, September 14, 2016 at 7:25:46 PM Eastern Daylight Time
From: Chancellor <Chancellor@eaaofmichigan.org>
To: Veronica Conforme <VConforme@eaaofmichigan.org>
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EAA School Teams,

I want to congratulate you all on a successful start of a new school year!

On the first day of school, I had the privilege of walking Semaj Beecham, Draylon Beecham, Zion Beecham, Eliza Beecham, and Jaedyn Holley to Nolan Elementary-Middle School. Hearing them talk about how excited they are for the school year and how much they love their teachers is the greatest reminder of why we do this work. This enthusiasm and love for learning does not happen overnight — it is cultivated by their daily interactions with our teachers and school leaders, which I got to witness all last week.

I recognize the countless hours you put into to ensure that Eliza, Draylon and all of our students have a wonderful year. In recognition of your hard work and dedication to our students and families, I am pleased to announce a number of incentives for staff throughout the district for this academic year.

1. All EAA school-based employees (employed and receiving checks from the EAA) will receive a \$1,000 stipend. This bonus will be paid in two \$500 payments on December 15, 2016 and May 15, 2017.
2. We are providing classroom teachers up to \$250 in reimbursements for their classroom needs. Receipts must be submitted prior to November 1, 2016.
3. Employees will choose from one of these two options:

Option 1: In the event the EAA academic school year ends on June 30th, school-based EAA employees can choose to receive an additional 2.5% of their annual salary on June 30. Please e-mail David Donaldson (ddonaldson@eaaofmichigan.org) to know your exact amount or if you have any questions.

Option 2: We know health care coverage during July and August 2017 is a concern for many of you. Currently health care coverage will end for EAA staff on June 30th, 2017 if the EAA does not continue to operate through August 2017. We will provide a completely optional “Special Enrollment” period in October to allow EAA school-based employees who want to purchase health coverage for July and August 2017. If you wish to pursue this option, you will see an increase in your deductions in order to ensure a full year of coverage (including July and August) is paid by June 30th. In previous years health care deductions were spread over 24 pay periods. For this new option, your increased deductions would be spread over only 17 pay periods beginning on October 31st. **If you are separated from the district prior to June 30th, you will not be**

eligible for coverage in July and August or entitled to previously paid deductions.
The EAA will make required contributions as the employer to ensure July and August coverage.

4. We will be working with your principals to coordinate monthly staff appreciation events, activities and school lunches. Whether that be a group lunch or dinner, or a fun staff appreciation outing, it is my earnest desire to foster relationships and significantly boost team morale this school year.

In addition, the Teacher Incentive Fund award will be available again in 2016-17 for all eligible teachers. We have approximately \$1.1 million dollars available for performance bonuses with individual teachers eligible for up to \$10,000. All TIF bonuses will be paid out on June 30, 2017. Further information will be forthcoming.

Again, I want to thank you for starting the year strong. I look forward to all the great things we'll accomplish together!!

Sincerely,

A handwritten signature in dark ink, appearing to read 'Veronica Conforme', with a long horizontal flourish extending to the right.

Veronica Conforme