

LETTER OF AGREEMENT
between
MONTABELLA COMMUNITY SCHOOLS
and the
MONTABELLA EDUCATION SUPPORT PERSONNEL ASSOCIATION

This Letter of Understanding is entered into on the date(s) set forth below by and between the Board of Education of the Montabella Community Schools ("Board") and the Montabella Education Support Personnel Association ("Association").

Board and Association agree to compensate employees using section 271(2) state funds with a retention bonus at the end of the 2025-2026 school year. The retention bonus will be \$850 per person. The retention bonus will be paid out on June 5, 2026 and will be issues in a separate check from the regular payroll.

Employees that were hired after the start of the school year will have a prorated retention bonus as listed below:

- Hired by October 15 - \$637.50
- Hired by January 1, 2026 - \$425
- Hired by March 15, 2026 - \$212.50

Both parties agree that this is non-precedent setting agreement and that all future compensation and bonus will be part of the regular negotiating process.

MONTABELLA COMMUNITY SCHOOLS

Dated: Feb 18, 2026 By: Shelly Milho

Its Superintendent

MONTABELLA EDUCATION SUPPORT PERSONNEL ASSOICATION

Dated: Feb 18th, 2026 By: Ashley Ritz