

Contractual Agreement
Between
Charlevoix Public Schools Board of Education
And
Charlevoix Education Association

This Contractual Agreement is entered into between the Charlevoix Board of Education (the "District") and the Charlevoix Education Association (the "Association") and shall be in effect until August 31, 2019.

The parties have negotiated in good faith over a number of issues that were necessary to the best interests of both the Board and the Association. The contract complies with all current, applicable state laws.

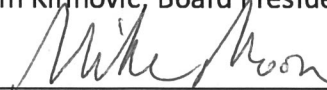
It is the agreement of the Board and the Association that:

- 1) The following 2-year agreement will be in effect from September 1, 2017 to August 31, 2019
- 2) Compensation:
 - 2017-2018
 - Full advancement on steps and lanes
 - 1.25% on schedule increase + 1% matching annuity
 - 2018-2019
 - Full advancement on steps and lanes
 - 1% on schedule increase + 1% matching annuity
- 3) The Association reserves the ability to switch health plans/products annually
- 4) Various language changes (see attached documents/agreements)
- 5) 2017-2018 Calendar (see attached agreed upon calendar)

FOR THE DISTRICT:



Tom Kirinovic, Board President



Mike Moon, Board Secretary

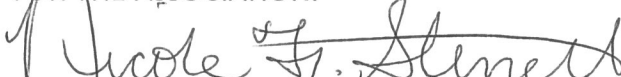


Mike Ritter, Superintendent

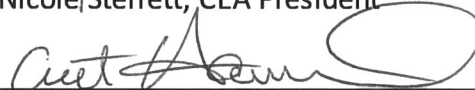
August 21, 2017

Date

FOR THE ASSOCIATION:



Nicole Sterrett, CEA President



Curt Harwood, Chief Negotiator

August 21, 2017

Date