

**CONTRACT AGREEMENT\***  
**BETWEEN THE**  
**DAVISON COMMUNITY SCHOOLS**  
**AND THE**  
**DAVISON EDUCATION SECRETARIAL ASSOCIATION**  
 September 12, 2011

In accordance with the understandings reached between the representatives of the Davison Community Schools and the Davison Education Secretarial Association, the parties agree to the following with regard to a master contract extension for the 2012/2013 year (effective July 1, 2012, through June 30, 2013):

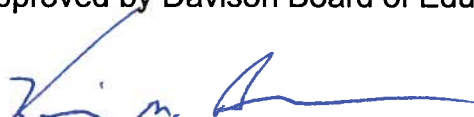
- All DESA members will be paid an off scale payment of \$288.66, to be paid over 21 pays.
- The Master Agreement wage scales remain the same as 2011/2012.
- No change in insurance coverage.
- Employees pay 10% of health insurance premium.
- Option to bargain different health plan to reduce cost (for employee & employer) for 2012/2013.
- All other terms of current Master Agreement remain the same.

Approved by DESA Membership

September 7, 2011

Approved by Davison Board of Education

September 12, 2011

  
 \_\_\_\_\_  
 Kevin Brown  
 Assistant Superintendent

9-12-11  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Kathy Rapacz  
 DESA President

9-12-11  
 \_\_\_\_\_  
 Date

\*This agreement shall be incorporated into the 2011/2012 DESA Master Agreement extending the agreement through June 30, 2013.