

**EXTENSION AGREEMENT**

**FOR THE**

**2015 – 2016 MASTER AGREEMENT**

**BETWEEN THE**

**CHELSEA SCHOOL DISTRICT AND WASHTENAW COUNTY EDUCATION ASSOCIATION/CHELSEA  
EDUCATION ASSOCIATION (CEA)**

The Board of Education for the Chelsea School District and the CEA have agreed to extend their Master Agreement for teachers' bargaining unit for an additional two years. The terms of that extension are as follow:

1. Step and lane changes will be implemented for both the 2016-2017 and 2017-2018 school/contract years for those teachers who qualify.
2. If the District has an unrestricted fund equity, as shown on the certified audit for the preceding school year, of an amount equal to at least 15% of the District's total expenditures for that year in the Balance Sheet – General Fund – Unassigned category, the following provisions shall apply:
  - a. 80% of the unrestricted fund equity above the 15% shall be used to enhance compensation district-wide for the ensuing school/contract year. For example, 2015-2016 excess fund balance will apply to 2016-2017 compensation; 2016-2017 excess fund balance applied to 2017-2018 compensation.
  - b. Two-thirds of the available funds from 2 a. will be allocated to the CEA. One-third will be allocated for other employee groups as determined by the District.
  - c. The application of these funds to compensation for the CEA unit will be done collaboratively. Enhancements to compensation might include, but are not limited to, increases to the salary schedule(s), off-schedule payments and/or insurance premium contributions by the District.
  - d. Unless otherwise agreed during the collaborative process, the parties intend that all compensation enhancements will be effective as of September 1 of the relevant contract year, even though the amount of available funds (if any) will not be able to be determined until the finalized audit has been received, which may occur after the September 1 date.
3. The Letter of Agreement for Health Insurance, 2015-2016 shall be extended for the 2016-2017 and 2017-2018 school/contract years.

4. Effective with the 2016-2017 school year, the school calendar will include 180 student education days and 185 teacher work days. The three additional days added to the calendar shall be three full instructional days for students. The calendar will be established collaboratively to the extent not predetermined by state law.

5. All other provisions of the 2015-2016 Master Agreement will remain in full force and effect through the entire extension period.

6. Both the Master Agreement and this Extension Agreement will end on June 30, 2018. The formula established in point 2, above, shall also terminate and not continue as an existing condition of employment for the 2018-2019 school/contract year.

WCEA/CEA

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Chelsea School District

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*[Signature]*  
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Date: \_\_\_\_\_

Bethany N. Morris  
*[Signature]*

Date: 9-15-2015