

**Collective Bargaining Agreement Extension
between
Wyandotte Education Association,
Wayne County MEA/NEA
and
School District of the City of Wyandotte**

March 11, 2013

Contract Extension Duration:

- This contractual extension shall be effective as of the Parties' ratification on March 19, 2013 and all the terms of conditions of the parties' current collective bargaining agreement (unless otherwise noted herein) shall continue in effect until September 5, 2017.

Compensation:

- Effective for those new hires commencing employment beginning the 2013-14 school year and thereafter, the parties agree that two new steps shall be added to the CBA's "Appendix A" salary schedule. The two new steps shall be labeled as follows:
 - BA Step "A" \$36,000
 - BA Step "B" \$37,000

 - MA Step "A" \$38,500
 - MA Step "B" \$39,500
- Step increments shall be granted at $\frac{3}{4}$ of the step amount for both the 2013-14 and 2014-15 schools years. There shall be no step increments for any employees during the 2015-16 school year. Members who earn applicable advance degree credits are eligible for lane advancement.
- The Parties agree to engage future discussions to set wages for the 2016-17 school years based on pupil enrollment and per-pupil foundation allowance.

Insurance Benefits

- The Parties shall create a "Healthcare Taskforce" of Association and administrative representatives to review on an annual basis the District's health insurance plan configuration and any applicable rate increases. The District shall comply with PA 152 of 2011 and agrees that it will pay the maximum for insurance and prescription plans allowable under the law. The Healthcare Taskforce shall make recommendations regarding future plan configurations and offerings. Any changes to insurance plan offering must be ratified by the Association's membership.

Enrollment Contingency Trigger:

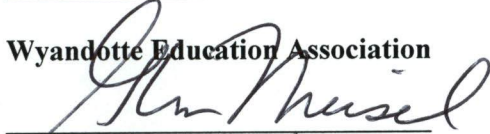
- The parties' above compensation agreement has been reached by evaluating the District's current K-12 general education student enrollment, which stands at approximately 3,989 (fall count). In the event that student enrollment funding drops below 3,939 (fall count) students, the Association

agrees that it will negotiate economic concessions (salary reduction, furlough days, increased insurance premiums, etc). The amount of negotiated concession for the WEA shall equal 75% of the funding loss from the per pupil reductions.

- The Parties agree that effective September 5, 2015; provisions related to PA 103 of 2011 will be removed from the Parties' collective bargaining agreement.

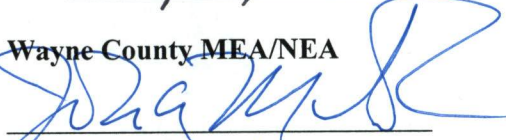
SIGNATURES:

Wyandotte Education Association



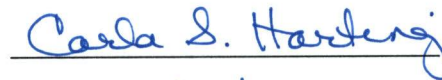
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Wayne County MEA/NEA



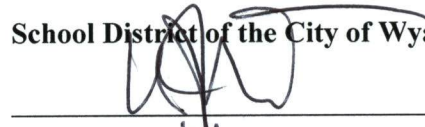
Date: 3/11/13

School District of the City of Wyandotte



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