

**This Letter of Agreement is entered into between DELTON KELLOGG SCHOOLS (the “District”) and the DELTON KELLOGG EDUCATION ASSOCIATION/MEA/NEA (the “Association”).**

For the 2020-2021 school year the Association and the District agree that the District will grant steps, lanes, longevities, and any other financial incentives listed in the collective bargaining agreement.

The District and the Association agree to extend the current bargaining agreement until June 30, 2023.

This agreement will be effective upon ratification by both the Association and the District. By entering into this Agreement, neither the District nor Association waive any other rights or protections respectively afforded them by the terms of the Collective Bargaining Agreement with the exception of the superseding terms listed below.

**Basic Compensation Schedule**

Should all the trigger awards in Schedule A of the collective bargaining agreement be completely satisfied during this contract; the district will continue to use SCHEDULE A, Section 1 to increase teacher pay by applying it uniformly to the entire schedule as an on-step percentage.

From the Collective Bargaining Agreement,

***Student Count***

*Any positive increase in the upcoming district fall FTE counts from the previous fall's FTE count for the duration of the contract shall be split equally between the district and the association.*

***Fund Balance***

*Should the district's yearly audited fund balance exceed 6% at any time within the duration of this agreement, any funds in excess of 6% shall be split equally between the district and association and applied as stated above. This will be based upon the district's yearly financial audit.*

*Further, activation of either triggers will be applied retroactively to the beginning of the school year and funds will be distributed within four weeks following the fall student count and/or fall audit.*

FOR THE DISTRICT

FOR THE DKEA/SCEA/MEA/NEA

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_