

**LETTER OF AGREEMENT  
BETWEEN  
CHARLEVOIX PUBLIC SCHOOLS BOARD OF EDUCATION  
AND  
CHARLEVOIX EDUCATION ASSOCIATION/NMEA/MEA/NEA**

**Re: Contract Extension**

This Letter of 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, 2017.

The parties have in the previous Collective Bargaining Agreement 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.

The parties wish to extend the contract.

Therefore it is the agreement of the Board and the Association that:

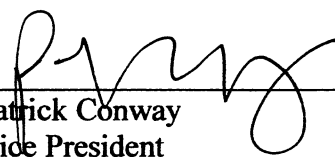
1. The Contract shall be extended for a period two (2) additional years, expiring on August 31, 2017 unless extended by the parties.
2. All portions of the 2013-15 Contract shall be extended with the exception of those provisions as shall be modified below:
  - a. APPENDIX B Salary Schedule, teachers shall be made whole for the steps that were frozen in the previous two Collective Bargaining Agreements.
  - b. The specific terms of the step advancement are attached.

FOR THE DISTRICT:

  
\_\_\_\_\_  
Robert Gendron  
Superintendent

8-20-14  
Date

FOR THE ASSOCIATION:

  
\_\_\_\_\_  
Patrick Conway  
Vice President

8/20/14  
Date

## DURATION

This agreement upon ratification shall replace the existing agreement in place; it shall be in effect for three years effective September 1<sup>st</sup>, 2014 and expire on August 31, 2017.

## COMPENSATION

Both parties agree that all members shall have the three steps that were frozen during the previous two contracts (i.e., from 2011-12, 2012-13, 2013-14), as well as the fourth step necessary to be made financially whole, reinstated at the beginning of the 2014-2015 school year.

Furthermore, both parties agree that steps shall be granted to all members for each of the 2015-16 and 2016-17 school years, as long as the district's audited fund balance does not decline below \$750,000 and the decline can be primarily attributed to any of the following:

a) Final k-12 district enrollment in the 2014-15 school year declines to below 965; or the final district enrollment in the 2015-16 school year declines below 950.

*[Based on final '13-'14 enrollment of 985]*

b) District per-pupil state aid is cut by 1% or more.

c) The MPSERS rate increases to 28% or higher for the 2015-16 school year, or 30% or higher for the 2016-17 school year.

Recognizing the importance of recruiting and maintaining a quality staff at regionally competitive wages, both parties agree that, in the event that the district's audited fund balance is more than \$1,000,000 going into years two and/or three of this agreement, the membership will receive an on-step salary increase of 2% at the beginning of each corresponding school year.