

**LETTER OF AGREEMENT
BETWEEN
CHARLEVOIX PUBLIC SCHOOLS BOARD OF EDUCATION
AND
CHARLEVOIX EDUCATIONAL SUPPORT PROFESSIONALS
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 Educational Support Professionals 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. CESP Wage Schedule, employees shall be made whole for steps lost to step freezes in previous two Collective bargaining Agreements..
 - b. The terms of the step advancement are attached.

FOR THE DISTRICT:

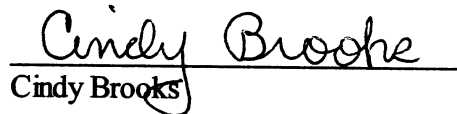
FOR THE ASSOCIATION:



Robert Gendron
Superintendent

8-20-2014

Date



Cindy Brooks
President

August 20, 2014

Date