

LETTER OF AGREEMENT

Between
Detour Education Association
And the
Detour Area Schools

The Board of Education of Detour Area Schools and the Detour Education Association agree that the current contract which expires August 31st, 2020 shall be extended to August 31st, 2022. During the term of this interim agreement, all terms and conditions of the current contract shall be in full force and effect and shall be adhered to.

The Agreement that was entered into by and between the Detour Education Association as represented by the Northern Michigan Education Association/MEA/NEA the first day of September 2018 and that remains in effect until the last day of August 31st, 2020, shall be extended to August 31st, 2022. This extension has been agreed upon due to the unprecedented situation currently being faced by our community and our world as it relates to the COVID-19 pandemic.

The language in the current agreement will be in full force for an additional year, specifically, but not limited to:

- 1) Teachers will earn one step on the salary schedule.
- 2) Detour Area Schools will pay the full hard-cap amount for the 2020-2021 and 2021-2022 school year as set by the State of Michigan in September of each year.
- 3) Any teacher who has completed advanced academic work and is eligible for a "lane change" will be granted a change.
- 4) The calendar committee will continue their work to establish a workable calendar for the school years covered by this agreement, that is in accordance with the Michigan School Code requirements.
- 5) The annual (2%) percentage increase as negotiated in the September 1, 2018 to August 31, 2020, will be extended for the 2020-2021 school year. For the 2021-2022 school year the 2% increase will be honored unless the general fund balance of Detour Area School goes below 10% as indicated by the June 2021 audit and Profiles data collected by the Michigan Education Association. If the general fund balance dips below 10%, both parties shall meet to review the 2% increase.
- 6) The two-year term as negotiated in the September 1, 2018 to August 31, will be extended.

This Letter of Agreement shall not create a past practice or establish precedence.

FOR THE BOARD/ADMINISTRATION:

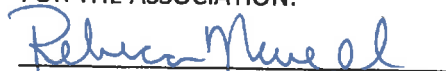


Superintendent

Detour Area Schools

Dated: 26 August, 2020

FOR THE ASSOCIATION:



President

Detour Education Association

Dated: 26 August, 2020

2020-2021

Step	BA	BA+15	MA	MA+15
1	35039	36093	38015	39535
2	36475	37572	39577	41157
3	37935	39070	41158	42805
4	39455	40637	42806	44516
5	41030	42263	44516	46298
6	42670	43953	46299	48148
7	44380	45711	48149	50073
8	46153	47540	50073	52080
9	47999	49439	52081	54162
10	49921	51420	54163	56326
11	51915	53499	56327	58581
12	53991	55617	58583	60922
13	56154	57838	60924	63360
14	58399	60153	63360	65896
15	60735	62560	65899	68531
17	63165	65059	68532	71270
20	64427	66360	69903	72697

2021-2022

Step	BA	BA+15	MA	MA+15
1	35740	36815	38776	40326
2	37205	38323	40369	41980
3	38694	39851	41981	43661
4	40244	41450	43662	45406
5	41850	43108	45406	47224
6	43523	44832	47225	49111
7	45268	46626	49112	51074
8	47076	48491	51074	53122
9	48959	50428	53123	55245
10	50919	52449	55246	57453
11	52953	54569	57454	59752
12	55070	56729	59754	62140
13	57277	58995	62142	64628
14	59567	61357	64628	67214
15	61950	63811	67217	69901
17	64428	66360	69902	72696
20	65716	67687	71301	74151