

**LETTER OF AGREEMENT**  
Between  
**EATON COUNTY EDUCATION ASSOCIATION**  
**CHARLOTTE EDUCATION ASSOCIATION – MEA/NEA**  
and  
**CHARLOTTE PUBLIC SCHOOLS BOARD OF EDUCATION**

**RE: ARTICLE 15 – PROFESSIONAL COMPENSATION**

1. This Letter of Agreement is entered into between the Charlotte Public Schools Board of Education (the “District”) and the Eaton County Education Association/Charlotte Education Association-MEA-NEA (the “Association”).
2. Bargaining unit members actively employed and scheduled to work as of the ratification date of this Letter of Agreement, will receive a one-time off schedule hazard payment in the amount of \$1,500.00 (One Thousand Five Hundred Dollars), less normal withholdings, on or before February 28, 2021. This payment is for hazardous services rendered during the COVID-19 Pandemic prior to December 31, 2020.
3. Lane advancement will be made effective upon ratification of this Letter of Agreement for those bargaining unit members that qualify.
4. Step placement will remain the same as 2019-2020 through June 29, 2021.
5. Bargaining unit members shall be placed on the next highest salary step on June 30, 2021. Teachers will not receive any retroactive pay for this step increase and this will not impact teachers receiving compensation during the summer for earnings associated with their 2020-2021 wages.
6. Schedule B will be modified to reflect the following change retroactively for the 2020-2021 contract year (see attached).

a. MS Band Director	\$2,525	\$3,030	\$3,636
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7. Nothing in this Letter of Agreement shall constitute a precedent, practice or established working condition for prior circumstances involving the application or interpretation of the current Agreement between the District and the Association or any successor collective bargaining agreement between them.

8. This Letter of Agreement expires on June 30, 2021.

EATON COUNTY/CHARLOTTE  
EDUCATION ASSOCIATION

By:   
Its: President

By:   
Its: Unit Alternate

Date: January 4, 2021

CHARLOTTE PUBLIC SCHOOLS  
BOARD OF EDUCATION

By:   
Its: President

By:   
Its: Superintendent

Date: January 4, 2021

Schedule B Extra Duty Pay  
2020-2021

<b>SECTION 1: ATHLETICS (continued)</b>				
<b>Program</b>	<b>Position</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
Soccer, Girls	Varsity Head Coach	\$ 3,030	\$ 3,939	\$ 4,747
Soccer, Girls	Junior Varsity	\$ 2,121	\$ 2,525	\$ 3,030
Soccer, Girls	Freshman	\$ 2,121	\$ 2,525	\$ 3,030
Soccer, Boys	Varsity Head Coach	\$ 3,030	\$ 3,939	\$ 4,747
Soccer, Boys	Junior Varsity	\$ 2,121	\$ 2,525	\$ 3,030
Soccer, Boys	Freshman	\$ 2,121	\$ 2,525	\$ 3,030
Swimming, Girls	Varsity Head Coach	\$ 3,030	\$ 3,939	\$ 4,747
Swimming, Boys	Varsity Head Coach	\$ 3,030	\$ 3,939	\$ 4,747
Tennis, Girls	Varsity Head Coach	\$ 2,525	\$ 3,282	\$ 3,939
Tennis, Boys	Varsity Head Coach	\$ 2,525	\$ 3,282	\$ 3,939
Track, Girls	Varsity Head Coach	\$ 3,030	\$ 3,939	\$ 4,747
Track, Girls	7/8th Grade	\$ 2,020	\$ 2,626	\$ 3,131
Track, Girls	Assistant Varsity (Limit 1)	\$ 2,000	\$ 2,400	\$ 2,880
Track, Boys	Varsity Head Coach	\$ 3,030	\$ 3,939	\$ 4,747
Track, Boys	7/8th Grade	\$ 2,020	\$ 2,626	\$ 3,131
Track, Boys	Assistant Varsity (Limit 1)	\$ 2,000	\$ 2,400	\$ 2,880
All Sports - As Needed	Assistant/Associate Coach	\$ 1,111	\$ 1,333	\$ 1,600
All Sports - As Needed (Unless Specified Above)	Junior Varsity	\$ 1,818	\$ 2,182	\$ 2,525
Weight Room Supervisor	Per Quarter	\$ 505	\$ 505	\$ 505
<b>SECTION 2: MUSIC/FINE ARTS/ROBOTICS</b>				
<b>Program</b>	<b>Position</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
Band	High School Director	\$ 4,040	\$ 5,252	\$ 6,262
Band	Assistant Director	\$ 2,525	\$ 3,030	\$ 3,636
<b>Band</b>	<b>Middle School Director</b>	<b>\$ 2,525</b>	<b>\$ 3,030</b>	<b>\$ 3,636</b>
Choir	High School Director	\$ 2,929	\$ 3,737	\$ 4,444
Choir	Middle School Director	\$ 732	\$ 909	\$ 1,111
Drama	High School Play Director	\$ 1,010	\$ 1,313	\$ 1,515
Drama	High School Musical Director	\$ 2,020	\$ 2,626	\$ 3,131
Drama	High School Musical Assistant Dir	\$ 1,010	\$ 1,212	\$ 1,414
Elementary Music	Per Evening Performance	\$ 110	\$ 110	\$ 110
K-12 Visual Arts	Per District Wide Art Show	\$ 110	\$ 110	\$ 110
Robotics	Per Advisor	\$ 1,111	\$ 1,333	\$ 1,600

Schedule B Extra Duty Pay  
2020-2021

<b>SECTION 3: COORDINATORS/DEPARTMENT CHAIRS/ADVISORS/SPONSORS</b>		
<b>Program</b>	<b>Position</b>	<b>Stipend</b>
BPA (Business Professionals of America)	Per Advisor, Annual	\$ 1,212
Class Advisor, Freshman	Per Advisor, Annual	\$ 707
Class Advisor, Junior	Per Advisor, Annual	\$ 1,515
Class Advisor, Senior	Per Advisor, Annual	\$ 1,515
Class Advisor, Sophomore	Per Advisor, Annual	\$ 707
DECA	Per Advisor, Annual	\$ 1,010
Forensics	Per Advisor, Annual	\$ 1,010
Freshman Mentoring	Per Advisor, Annual	\$ 1,212
Future Farmers of America	Per Advisor, Annual	\$ 2,020
Harvard Model Congress	Per Advisor, Annual	\$ 1,212
High School Department Chairs	Per Chair, Annual	\$ 1,515
National Honor Society	Per Advisor, Annual	\$ 1,212
National Junior Honor Society	Per Advisor, Annual	\$ 1,010
Quiz Bowl	Per Advisor, Annual	\$ 1,212
Safety Patrol	Per Advisor, Annual	\$ 707
Building Leadership Team Members	Per Member, Annual	\$ 1,515
School Store, Upper Elementary*	Per Advisor, Annual	\$ 1,010
School Store, Middle School*	Per Advisor, Annual	\$ 1,010
School Store, High School*	Per Advisor, Annual	\$ 1,212
School Store, Elementary K-6*	Per Advisor, Annual	\$ 505
Student Council, Lower Elementary DK-3	Per Advisor, Annual	\$ 707
Student Council, Upper Elementary 4-6	Per Advisor, Annual	\$ 1,010
Student Council, Middle School	Per Advisor, Annual	\$ 1,010
Student Council, High School	Per Advisor, Annual	\$ 1,515
Yearbook, High School*	Per Advisor, Annual	\$ 1,515
Yearbook, Middle School*	Per Advisor, Annual	\$ 1,212
Student Interest Clubs (10-12 hrs)	Per Advisor, Per Session	\$ 202
Student Interest Clubs (18-24 hrs)	Per Advisor, Per Session	\$ 505
Student Interest Clubs (30+ hrs)	Per Advisor, Per Session	\$ 707
Hourly Stipend	Hourly	\$ 19.00
*Schedule B stipends will not be paid if the responsibilities fall within a teacher's normal instructional course load.		
Level 1: Years 1-3 Level 2: Years 4-6 Level 3: Years 7+		
Years must be consecutive unless otherwise agreed upon in writing by the coach and Athletic Director due to extenuating circumstances.		
Coaches listed in section 1 and 2 being paid at a rate higher in 2015-2016 than listed on this schedule will be paid at the higher of the two rates.		