

**CONTRACT AGREEMENT\***  
**BETWEEN THE**  
**DAVISON COMMUNITY SCHOOLS**  
**AND THE**  
**DAVISON EDUCATION ASSOCIATION/MEA/NEA**  
September 12, 2011

In accordance with the understandings reached between the representatives of the Davison Community Schools and the Davison Education Association, the parties agree to the following with regard to a master contract extension for the 2012/2013 year (effective July 1, 2012, through June 30, 2013):

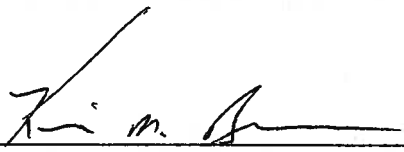
1. All terms and conditions of the Collective Bargaining Agreement for the 2011/2012 school year shall remain Status Quo.
2. The Collective Bargaining Agreement shall be extended one year for the 2012/2013 school year (extended through June 30, 2013).
3. Beginning with the first pay of the 2012/2013 school year, employees shall contribute 10% of the annual premium, as defined in the Agreement, for medical coverage.
4. No later than 60 days prior to June 30, 2013, the Davison Education Association shall have the right to change medical coverage and/or benefits in an attempt to save money for both the district and employees.
5. All other terms of the Collective Bargaining Agreement shall carry over and remain Status Quo for the 2012/2013 school year.

Approved by DEA Membership

September 9, 2011

Approved by Davison Board of Education

September 12, 2011

  
\_\_\_\_\_  
Kevin Brown, Assistant Superintendent

9/12/2011  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Mary Ignatowski, DEA President

9/12/2011  
\_\_\_\_\_  
Date

\*This agreement shall be incorporated into the 2011/2012 DEA Master Agreement extending the agreement through June 30, 2013.