

**Letter of Understanding
Regarding Appendix A-1**

of the
Agreement Originally entered into as of September 1, 2013

between
BOARD OF EDUCATION

of the
CEDAR SPRINGS PUBLIC SCHOOLS

and the
CEDAR SPRINGS EDUCATION ASSOCIATION
(CSEA/MEA/NEA)

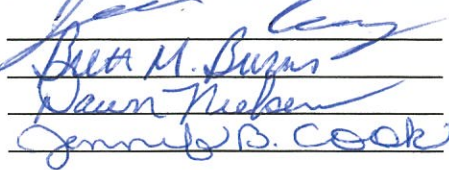
Effective Date: September 1, 2013 – June 30, 2021

Following a review of the language contained in Appendix A-1 of the agreement described above, the parties agree the language concerning the computational requirements of the formula is unclear. Clarification of the computational factors is as follows below effective with the date of this letter as cited below:

1. As of July 1, 2016, step and lane increases as cited in the formula are to include any “rollup costs” including both FICA and MPSERS costs when the formula is applied as a means of recognizing the true total cost for the entire unit.
2. The terminology unrestricted per pupil State Aid awarded on the current year October State Aid Financial Status Report is defined as the foundation allowance.
3. For the duration of this Agreement, the parties shall meet in October or November of each year to determine the impact of this Letter of Understanding upon the School District’s financial circumstances.

It is agreed that Cedar Springs Board of Education shall not challenge the compensation computed for the 2015-16 in the amount of \$64,930 plus \$21,706 for FICA and MPSERS, considered as rollup costs, and attendant salary scale adjustment.

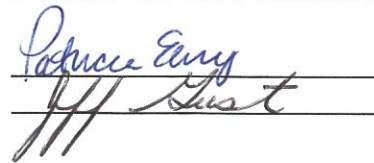
EDUCATION ASSOCIATION



Dawn Nielsen

Jenny B. Cook

BOARD OF EDUCATION



Patricia Emy

Jill Gust

Dated: 8-8-16