

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

RE: 2016-2017 Article 5: 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”). This Letter of Agreement is entered into under the authority of Article 16 of the Master Agreement between the District and the Association.
2. Article 5.3 will have the following added:
 - a. Employees in Category A attached will be paid a one-time off-schedule payment in the amount listed on February 28, 2017.
 - b. Employees in Category B attached will be paid a one-time off-schedule of \$1,500 each on February 28, 2017.
 - c. All employees will remain on the 2016-2017 contract step as of the November 22, 2016 individual teacher contracts, for the remaining 2016-2017 school year.
 - d. Steps 12 and above will have an additional 0.50% added on-schedule to the salary schedule (as reflected on the attached revised Art. 21), contract adjustments will be made effective February 28, 2017.
3. Article 5.G shall read “Any former teacher of the Charlotte Public Schools who is re-employed within a period not exceeding five (5) years shall be placed on the salary schedule at the next step above the one on which/his salary was based when he/she left the District. Proper credit will be given for professional advancement should the teacher have advanced to a higher academic degree level since leaving the District. Credit will not be given for less than one-half (1/2) year teaching experience.
4. Article 5.L eliminated.
5. Article 5.M eliminated.
6. Schedule B.3 shall read: “Consecutive” means successive years. Leave of absences will count as consecutive unless mutually agreed otherwise between the AD and the coach due to extenuating circumstances.
7. The Article 21 salary schedule will be replaced with the attached.
8. 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.

9. This Letter of Agreement shall be automatically integrated into the immediate successor contract.

10. This Letter of Agreement expires on June 30, 2017.

EATON COUNTY EDUCATION
ASSOCIATION/CHARLOTE
EDUCATION ASSOCIATION, MEA/NEA

By: Deborah Zent
Its: President

By: Julie Davis
Its: Chief Negotiator

CHARLOTTE PUBLIC SCHOOLS
BOARD OF EDUCATION

By: M. El Bina
Its: President

By: Mark D. Roman
Its: Superintendent

Dated: December 12, 2016