



In the pursuit of excellence...

Caledonia Community Schools

Administrative Offices: 9753 Duncan Lake Ave., Caledonia, MI 49316

Telephone (616) 891-8185 - Fax (616) 891-9253 - www.calschools.org

Caledonia Board of Education

Press Release

October 24, 2019

The Caledonia Board of Education (BOE) and the Caledonia Education Association (CEA) have come to an amicable contract agreement. This agreement was passed unanimously by the BOE on October 21 and overwhelmingly by the CEA on October 22. According to a statement by BOE President Marcy White, “We greatly appreciate our teacher’s willingness to remain professional during the negotiation process and reach a deal that allows us to honor their hard work and also give us the resources to reinvest in a number of district priorities that must be addressed”.

Negotiations began between the two sides back in May. In August, unable to reach an agreement, both sides agreed to work with a State-appointed mediator to bring both sides together for a contract settlement. The Caledonia Superintendent, Dr. Dedrick Martin stated, “This process was certainly not ideal; however, through the mediation process both sides were able to come together for a reasonable solution to benefit all students, staff members and the school district overall.”

According to District officials, the final agreement calls for teacher pay to remain at the 2018-2019 level while receiving a \$1,000 lump sum payment in the 2019-2020 school year. Starting next fall, all teachers will be transitioning to a newly developed salary schedule that includes a 1.25% increase to the base salary. A .5% increase will take place in the 2021-2022 school year. This new salary schedule does phase out additional payments based on years of service (longevity payments) while increasing performance incentive pay from \$45 to 1% of a teacher’s annual salary. The new salary schedule also eliminates some pay lanes contained in the current salary schedule. Concessions made by the CEA in planning time will help the district pursue plans to meet the needs of the district as it continues to grow.

The CEA lead negotiator, Tom Oster stated, “Although the process took longer than expected, we feel the concessions made by the CEA are fairly offset by the compensation given by the district. Caledonia has always been a great place to work and we are proud to be a part of the strong educational tradition that Caledonia Community Schools represents.” Over the next few days, both sides will come together to finalize the language of the contract. Both Mr. Oster and Dr. Martin indicated that they are happy that the negotiation process is behind them and all sides are committed to working together positively for the benefit of the school district.

BOARD OF EDUCATION - President: MARCY WHITE ~ Vice President: CHRIS BEHM ~ Secretary: JULIE ASPER ~ Treasurer: TIM MORRIS ~ Trustees: KYLE CLEMENT ~ BILL DONOHUE ~ JASON SAIDOO