



In the pursuit of excellence...

Caledonia Community Schools

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Caledonia Board of Education

Press Release

October 9, 2019

The Caledonia Community Schools Board of Education (BOE) and the Caledonia Education Association (CEA) continue to bargain over a successor contract to replace the contract that expired on August 1, 2019. On June 25th, the CEA requested that the parties negotiate through a third party mediator appointed by the State of Michigan. Unfortunately, after seven mediation sessions, we have not reached a successor agreement.

The BOE is thankful for the excellent service that our teachers provide. Therefore, throughout the negotiations process, the BOE has worked diligently to ensure that our teachers' compensation remains amongst the top of the county. The BOE is also striving to ensure that our district has the necessary resources to increase funding support to a number of District initiatives identified in the Strategic Plan and address several deferred facility and maintenance items.

On October 8, 2019 the BOE presented its Last, Best and Final Offer to the CEA. If accepted, this offer would accomplish the following:

1. result in our most experienced teachers receiving the highest salary amongst Kent County school districts;
2. teachers new to the profession to start with the second highest starting salary amongst the 20 school districts in the county for the 20/21 academic year; and
3. teacher's in between would continue to receive a highly competitive wage in comparison with other surrounding school districts.

The district was very careful in its proposal to ensure that ***all teachers*** received an increase in compensation for the next three school years. Further, teachers may receive additional merit pay for meeting District performance and other benchmarks. The district's merit pay offer far exceeds merit pay offered at surrounding school districts. Through our Last, Best and Final Offer, the BOE has shown its desire to find the right balance of having a well-compensated teaching staff and investing in other areas to ensure a high quality educational environment and experience for all students.

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