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### **Caledonia School Board Approves Three-Year Contract with Caledonia Education Association**

(CALEDONIA, MI) -- The Caledonia Community Schools (CCS) District Board of Education and the Caledonia Education Association (CEA) have agreed to a new three-year contract that will run from July 1, 2022, through June 30, 2025.

"We are extremely pleased to have reached this agreement," said Marcy White, President of the Caledonia Board of Education. "The board feels this contract strikes a balance between meeting the needs of CEA members while maintaining fiscal integrity for the district. The collaborative spirit shown by the Caledonia Leadership and the union achieved a positive outcome for all parties."

Under the new contract, the group will receive a 4% increase in year one and a 3% increase in year two. Any increase in year three is dependent on state funding. As part of the agreement, our teachers will attend two additional days of professional development prior to the start of the school year.

"The Caledonia Education Association (CEA) would like to acknowledge the hard work of our CEA negotiation team, district administration, and our CEA union members. This contract is evidence of their commitment to enhancing the educational experience of all students" said Kelly Petersen, President-Elect of the Caledonia Education Association. "We are confident that the next three years under this agreement will provide an environment where students and staff will feel supported and valued and will ultimately lead to better outcomes for all our students."

The following goals guided the Caledonia Community Schools negotiating team's approach to the negotiation process:

- Create an environment that best supports the recruitment, retention, and development of highly qualified, diverse educators, to positively impact student learning;
- Provide continuity and stabilization of staffing, particularly for our most vulnerable students;
- Align schedules, calendars, and practices to best meet the needs of all students and staff while maximizing collaborative time for educators and administrators to learn, develop, and innovate together; and
- Make our teaching and learning environments sustainable and supportive for staff and students.

According to Dr. Martin, Superintendent of Caledonia Community Schools, "this agreement provides critical support for our teachers, and ultimately, our students. I'm grateful to all those who worked diligently to reach this deal on behalf of our district, particularly our most vulnerable students by agreeing to additional staffing which addresses the growing social-emotional and mental health needs our students are facing. Thank you to the CEA for their shared commitment and for their partnership in this work."

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