

September 30, 2026

As a representative of the Board of Education and the Community, I am proud of the work and progress made regarding contracts for our Oriole staff. We have reached agreements with most of our employees, and feel that we are close to agreement with the CEA.

We have been in negotiations with the CEA since last January, and the District has presented 6 global proposals following our collaborative negotiation sessions. The vast majority of the article proposals are mutually agreed upon, including significant areas of compensation. The District has accepted the CEA's most recent financial offer, which includes:

- Largest pay raise in several years
- Increase in the hourly rate for additional work
- Increased sick day pay outs
- Additional schedule B opportunities
- Board supported increases in employee benefits across the district

Below is a link to our transparency page, where a summary and the last global proposal are listed for your convenience.

<https://www.charlotteoriones.com/schools--services/departments/business-services/budget--salarycompensation/> - Click on Bargaining Agreements

At this time, we have only a few remaining areas of language to resolve, primarily related to arbitration. While the Board is offering expanded options for appeal, grievance, and mediation, we believe there should be reasonable limitations on the final step of arbitration due to the time and expense associated with arbitration fees and legal representation for both the MEA and the District.

Because we are so close to a complete contract, we began the mediation process in September. The use of a third-party mediator is not a sign of negative relations. It is simply another step to help resolve these last remaining points and reach a settled contract more quickly, as we want to have our staff benefit from the financial aspects of the proposal.

We are committed to supporting our staff and students. We understand that retaining talented staff is essential to our continued success. CPS has a five-year average staff retention rate of 81% compared with 77% statewide, and our retention rate is above several of our neighboring districts (MiSchoolData.org).

5-Year Average Staff Retention Rate

District	Retention Rate	District	Retention Rate	District	Retention Rate
Statewide Avg	77%	Charlotte	81%	Holt	88%
Maple Valley	84%	Grand Ledge	79%	Ionia	79%
Marshall	75%	Olivet	73%	Eaton Rapids	73%
Potterville	73%	Bellevue	55%		

Link: <https://www.mischooldata.org/michigans-education-staff/>

Thank you for your patience and support as we take the necessary steps for a positive resolution for our community.

Go Orioles! Oriole Pride!

Mr. Mark Byers- Charlotte Board of Education President