Board’s Global Financial Counterproposal #2

August 3, 2026

Negotiations between

FOWLERVILLE COMMUNITY SCHOOLS

AND

FOWLERVILLE EDUCATION ASSOCIATION

MEA/NEA

The Board of Education reserves the right to make additional proposals impacting finances, as well as the right to alter or modify or retract any of the proposals contained herein due to changing economic conditions and other legitimate bases. Nothing contained in this proposal shall be considered a waiver of the Board's statutory rights with respect to such matters under the Public Employment Relations Act (“PERA”). This proposal is made on the basis of present and anticipated fiscal and operating conditions. The Board of Education reserves the right to amend, modify or withdraw any aspect or component of this proposal based on changes in those conditions or in response to any future statutory enactments that pertain to any of the matters addressed herein.

Nothing in this proposal should be regarded as indicating that the Board of Education proposes or otherwise intends to continue any provisions of the Master Agreement, or a future letter of understanding, which pertain to prohibited subjects of bargaining in any Memorandum of Understanding, to the extent that such provisions pertain to prohibited subjects of bargaining. Further, the Fowlerville Education Association MEA/NEA is hereby also notified that the Board of Education will not enter into or execute any Memorandum of Understanding which contains provisions embodying or pertaining to any prohibited subject of bargaining, as are more particularly set forth in Section 15(3) of PERA.

The District reserves the right to add to or subtract from this Proposal.

FCS RESPONSE TO FEA'S JULY 28, 2026 COUNTERPROPOSAL

The District reserves the right to modify, add to, or subtract from this counterproposal.

Counterproposal Summary

- Year 1: 1.5% on-schedule increase, eligible step and lane movement, salary-schedule smoothing at Steps 8, 8.5, 9, and 9.5, and revised Appendix A-2 longevity amounts, including splitting the 2-11 years category into 2-5 and 6-11 years and increasing the 2-5 longevity years and higher categories.
- Year 2: eligible step and lane movement, a 1.0% on-schedule increase, additional increases to Appendix A-2 longevity amounts for the 12-15 longevity years and higher categories, and the Fall Actual Foundational Revenue Trigger.
- Year 3: financial reopener and no more than one language item for each party, unless the parties agree otherwise. Calendar will be negotiated as a part of the tentative agreement.
- FCS accepts the FEA's July 28, 2026 Section 27l counterproposal.
- FCS withdraws the Year 1 Step 12 Actual-Enrollment Trigger.
- FCS maintains the Year 2 Fall Actual Foundational Revenue Trigger contained in Board's Global Financial Proposal #1.
- FCS maintains its health-insurance proposal as written.
- FCS withdraws Section 6, Operating-Millage Reopener, contained in Board's Global Financial Proposal #1.
- Exhibits A and B are incorporated into this counterproposal.

PUBLIC IMPACT EXAMPLES

These examples are informational planning estimates. They do not modify the operative proposal terms, guarantee a payment, or replace the eligibility rules in the final agreement.

Impact Example	Illustrative Impact
Year 1 — Eligible step and lane movement, 1.5% salary-schedule increase, salary-schedule smoothing, and revised longevity amounts	Average teacher below Step 12: approximately $62,756 to $65,865 (+$3,109 or 4.95%) Step 12 BA: $81,781 to $83,008 (+$1,227 or 1.50%) Step 12 MA: $87,175 to $88,483 (+$1,308 or 1.50%) Step 12 MA+15: $88,525 to $89,853 (+$1,328 or 1.50%) Longevity example: A full-time Step 12 BA teacher in the 12-15 Years category would receive $83,008 in salary plus $2,655 in longevity, totaling $85,663. That is $1,877 more than the current $83,786 combined salary and longevity, or a 2.24% increase.
Year 1 - Section 27l educator compensation	Current planning estimate: approximately $238,583. Under the 2025-2026 framework, a full-time employee working 60 or more hours per pay period received $1,125 from a $348,751 program. If the same framework, eligible roster, and employer-cost mix were scaled to $238,583, a full-time teacher would receive approximately $770 gross. Distribution remains subject to negotiation, final funding, eligibility, and a written agreement; no individual amount is guaranteed by this counterproposal.
Year 2 — Eligible step and lane movement, 1.0% salary-schedule increase and additional longevity increases	Average teacher below Step 12: approximately $65,865 to $67,945 (+$2,080 or 3.16%) Step 12 BA: $83,008 to $83,838 (+$830 or 1.00%) Step 12 MA: $88,483 to $89,367 (+$884 or 1.00%)

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	Step 12 MA+15: $89,853 to $90,751 (+$898 or 1.00%) Longevity example: A full-time Step 12 BA teacher in the 12-15 Years category would receive $83,838 in salary plus $3,305 in longevity, totaling $87,143. That is $1,480 more than the 2026-2027 $85,663 combined salary and longevity, or a 1.73% increase.
Year 2 revenue trigger — worked example	$500,000 Revenue Increase: Adds $80,000 to the salary schedule, providing an additional 0.72% scale increase (approx. $578 for an average full-time teacher).
Year 2 - Health insurance	The District pays the State hard-cap amounts shown in Section 3. Employee premium impact depends on the selected plan, coverage category, and final premium. Health Insurance (Full-Family Premium Example) ● Currently: Employees currently pay up to $550.42 per month. ● Example Scenario: If a new insurance plan costs $21,600 annually, the District's $21,660.30 contribution would cover the full premium. ● Potential Savings: A teacher currently paying $550.42 per month would save approximately $6,605 per year based on the example scenario.

Year 1 - estimated all-in employer cost for eligible step and lane movement, the 1.5% salary-schedule increase, salary-schedule smoothing, and revised longevity amounts	● Estimated Year 1 District Cost: approximately $459,847
	  ● Steps: $139,806
	  ● Lanes: No current lane changes
	  ● 1.5% on-scale increase: $198,350
	  ● Step smoothing savings based on the latest census: ($45,895)
	  ● Step 12 longevity increase: $121,691

Year 2 - estimated all-in employer cost for eligible step and lane movement, the 1.0% salary-schedule increase, additional longevity increases, and related Year 1 schedule-smoothing effects	● Estimated Year 2 District Cost: approximately $335,296
	  ● Steps & Attrition: $113,348
	  ● Lanes: Unknown (TBD)
	  ● 1% on-scale increase: $135,351
	  ● Year 2 salary-smoothing adjustment: ($12,230)
	  ● Additional Year 2 longevity effect over Year 1: $86,597

Years 1 and 2 - Estimated two-year all-in employer cost for the compensation changes	● Estimated Two-Year Cost: approximately $795,143 ● This total reflects estimated additional salary and employer payroll costs for steps, general scale increases, salary smoothing, and the revised Step 12 longevity amounts across Years 1 and 2. Year 2 is measured as the incremental cost over Year 1. The estimate excludes insurance, Schedule B changes, and other unmodeled compensation costs.

1. TERM OF AGREEMENT

1.1 The successor collective bargaining agreement shall be effective July 1, 2026 through June 30, 2029, subject to complete ratification by the Association and final approval by the Board of Education.

1.2 Upon complete ratification and Board approval, the provisions of the expired 2024-2026 collective bargaining agreement that are not expressly modified, deleted, replaced, or made unlawful by the

complete tentative agreement shall be incorporated into the successor agreement, subject to applicable law.

1.3 Nothing in this proposal constitutes an independent agreement to continue an expired contractual provision, prohibited subject, or economic benefit before complete ratification and Board approval.

2. 2026-2027 COMPENSATION

Salary Schedule and Eligible Movement

2.1 Effective for the 2026-2027 school year, Appendix A-1 shall be replaced by the salary schedule in Exhibit A. The Exhibit A schedule incorporates a 1.5% increase to the 2025-2026 salary schedule, subject to the salary-schedule smoothing adjustments in Section 2.2. The Step 12 longevity increase in Section 2.6 is separate from the salary schedule and does not alter the salary cells in Exhibit A.

2.2 Prior to the 1.5% increase is calculated: (a) $5,600 shall be subtracted from each Step 8 salary cell; (b) $5,000 shall be subtracted from each Step 8.5 salary cell; (c) $1,500 shall be shall be subtracted from each Step 9 salary cells; and (d) $2,500 shall be subtracted from each Step 9.5 salary cell. The resulting amounts shall appear in Exhibit A. No bargaining-unit employee's 2025-2026 scheduled salary shall be reduced solely because of these smoothing adjustments.

2.3 Eligible employees shall receive 2026-2027 step and lane movement. The Exhibit A schedule and eligible movement shall be retroactive to July 1, 2026 if:

- The bargaining teams execute a complete tentative agreement;
- The Association completes ratification of the complete tentative agreement no later than 11:59 p.m. on August 23, 2026; and
- The Board of Education thereafter approves the complete tentative agreement.

2.4 Payment shall be processed after Board approval but shall be retroactive to July 1, 2026 if the foregoing conditions are met as described in Section 2.3. If Association ratification occurs after August 23, 2026, the Exhibit A schedule and eligible movement shall become effective prospectively following both Association ratification and Board approval unless the parties expressly agree otherwise in writing. No economic provision becomes binding solely because the bargaining teams sign a tentative agreement. If these conditions are not met, the Board does not agree to retroactive pay for bargaining unit employees.

2.5 Individual Contract Issuance. Following execution of a complete tentative agreement, Association ratification, and final Board approval, the District shall issue each bargaining-unit member one individual employment contract covering the entire 2026-2027 school year. The contracts shall be issued no later than September 1, 2026, or as soon as reasonably practicable if final Board approval occurs after that date. Contract issuance shall remain subject to the effective-date and retroactivity provisions of Sections 2.3 and 2.4. The Board does not agree to retroactive pay if the above conditions are not met.

The District reserves the right to add to or subtract from this Proposal.

Exhibit A — 2026-2027 Teacher Salary Schedule

Exhibit A - 2026-27 Teacher Salary Schedule															
	BA					MA					MA+15				
Step	Amount	% Increase - Full Step	$ Increase - Proposed %	Total $ Amount	Total % Increase	Amount	% Increase - Full Step	$ Increase - Proposed %	Total $ Amount	Total % Increase	Amount	% Increase - Full Step	$ Increase - Proposed %	Total $ Amount	Total % Increase
1	45,716	0.00%	686	46,402	1.50%	48,448	0.00%	727	49,175	1.50%	49,126	0.00%	737	49,863	1.50%
1.5	46,967	0.00%	705	47,672	1.50%	49,814	0.00%	747	50,561	1.50%	50,524	0.00%	758	51,282	1.50%
2	48,217	5.47%	723	48,940	6.97%	51,178	5.63%	768	51,946	7.13%	51,923	5.69%	779	52,702	7.19%
2.5	49,471	5.33%	742	50,213	6.83%	52,548	5.49%	788	53,336	6.99%	53,320	5.53%	800	54,120	7.03%
3	50,713	5.18%	761	51,474	6.68%	53,910	5.34%	809	54,719	6.84%	54,708	5.36%	821	55,529	6.86%
3.5	51,965	5.04%	779	52,744	6.54%	55,272	5.18%	829	56,101	6.68%	56,097	5.21%	841	56,938	6.71%
4	53,205	4.91%	798	54,003	6.41%	56,638	5.06%	850	57,488	6.56%	57,493	5.09%	862	58,355	6.59%
4.5	54,490	4.86%	817	55,307	6.36%	58,001	4.94%	870	58,871	6.44%	58,877	4.96%	883	59,760	6.46%
5	55,755	4.79%	836	56,591	6.29%	59,349	4.79%	890	60,239	6.29%	60,244	4.78%	904	61,148	6.28%
5.5	57,009	4.62%	855	57,864	6.12%	60,724	4.69%	911	61,635	6.19%	61,658	4.72%	925	62,583	6.22%
6	58,263	4.50%	874	59,137	6.00%	62,099	4.63%	931	63,030	6.13%	63,053	4.66%	946	63,999	6.16%
6.5	59,499	4.37%	892	60,391	5.87%	63,457	4.50%	952	64,409	6.00%	64,457	4.54%	967	65,424	6.04%
7	60,729	4.23%	911	61,640	5.73%	64,825	4.39%	972	65,797	5.89%	65,850	4.44%	988	66,838	5.94%
7.5	62,022	4.24%	930	62,952	5.74%	66,195	4.31%	993	67,188	5.81%	67,001	3.95%	1,005	68,006	5.45%
8	65,476	7.82%	982	66,458	9.32%	70,163	8.23%	1,052	71,215	9.73%	71,337	8.33%	1,070	72,407	9.83%
8.5	66,875	7.82%	1,003	67,878	9.32%	71,616	8.19%	1,074	72,690	9.69%	72,803	8.66%	1,092	73,895	10.16%
9	71,174	8.70%	1,068	72,242	10.20%	75,969	8.28%	1,140	77,109	9.78%	77,170	8.18%	1,158	78,328	9.68%
9.5	72,251	8.04%	1,084	73,335	9.54%	77,181	7.77%	1,158	78,339	9.27%	78,415	7.71%	1,176	79,591	9.21%
10	75,582	6.19%	1,134	76,716	7.69%	80,568	6.05%	1,209	81,777	7.55%	81,815	6.02%	1,227	83,042	7.52%
10.5	77,741	7.60%	1,166	78,907	9.10%	82,867	7.37%	1,243	84,110	8.87%	84,151	7.31%	1,262	85,413	8.81%
11	78,605	4.00%	1,179	79,784	5.50%	83,790	4.00%	1,257	85,047	5.50%	85,088	4.00%	1,276	86,364	5.50%
11.5	80,177	3.13%	1,203	81,380	4.63%	85,466	3.14%	1,282	86,748	4.64%	86,790	3.14%	1,302	88,092	4.64%
12	81,781	4.04%	1,227	83,008	5.54%	87,175	4.04%	1,308	88,483	5.54%	88,525	4.04%	1,328	89,853	5.54%

Longevity Reinvestment

2.6 Effective for the 2026-2027 school year, the Appendix A-2 longevity amounts for bargaining-unit employees shall be revised as follows: 2-5 Years, $600; 6-11 Years $1,000; 12-15 Years, $2,655; 16-20 Years, $3,255; 21-25 Years, $3,800; 26-28 Years, $4,450; and 29+ Years, $4,700. Each eligible employee shall receive only the amount corresponding to the employee's applicable longevity category.

Longevity-2026-2027

Years of Service	$ Amount	Increase	Total $ Amount	Longevity Year	EE Count	Longevity $
1	350		350	1	-	-
2-5	300	300	600	2-5	35	21,000
6-11	-	1,000	1,000	6-11	27	27,000
12-15	2,005	650	2,655	12-15	16	42,480
16-20	2,555	700	3,255	16-20	3	9,765
21-25	3,050	750	3,800	21-25	19	72,200
26-28	3,650	800	4,450	26-28	13	57,850
29+	3,850	850	4,700	29	12	56,400

2.7 The revised Step 12 longevity amounts are recurring and shall be paid at the time and in the manner otherwise provided in Appendix A-2. Appendix A-2 remains unchanged for employees who are not placed at Step 12, including the First Year and 2-11 Years categories. The revised longevity amounts do not become part of the salary schedule, do not alter Exhibit A or Exhibit B salary cells, and may not be stacked across longevity categories. Appendix A-2 otherwise remains unchanged.

Section 27l One-Time Educator Compensation

2.10 FCS accepts the FEA's July 28, 2026 counterproposal regarding Section 27l. The parties shall negotiate the distribution of the 2026-2027 Section 27l Educator Compensation funds. Those negotiations may include other Fowlerville Community Schools bargaining units as permitted by the applicable funding guidelines. No distribution formula or individual payment amount is final until reduced to a written agreement and approved by the parties.

The District reserves the right to add to or subtract from this Proposal.

Step 12 Actual-Enrollment Trigger

2.11 FCS withdraws the Step 12 Actual-Enrollment Trigger for the 2026-2027 school year contained in Board's Global Financial Proposal #1.

3. HEALTH INSURANCE

3.1 The Board shall continue to participate in the Livingston County Health Care Consortium and shall provide medical-plan options made available through the Consortium.

All actions under this section must comply with the Consortium agreement, participation requirements, procedures, timelines, and applicable law. Nothing in this proposal creates a unilateral right to violate or withdraw from the Consortium agreement.

3.2 Effective July 1, 2026, the Board shall contribute the applicable State of Michigan annual medical-benefit-plan hard-cap amounts as shown below, which is the language proposed by FCS on 4/30/26.

2026 Contributions

Coverage Category	Annual District Contribution
Employee Only	$7,942.09
Employee Plus One/Two Person	$16,609.38
Family	$21,660.30

2027 Contributions

Coverage Category	Annual District Contribution
Employee Only	$8,180.35
Employee Plus One/Two Person	$17,107.66
Family	$22,310.11

2028 Contributions

Effective January 1, 2028, the Employer's contribution to the employee's medical benefit plan costs shall be no less than the hard cap numbers identified by the Michigan Department of Treasury for each coverage category. If the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. is amended during the term of this Agreement to amend or eliminate the hard cap, the parties will meet and negotiate a letter of agreement regarding insurance costs. The parties agree that when negotiating said letter of agreement regarding insurance costs, the Board's contribution to employee medical benefit plan costs will remain consistent with its contributions before the hard cap was amended or eliminated.

3.3 Within thirty business days after complete ratification and Board approval of this agreement, the parties shall establish a joint insurance review committee.

3.4 The District may present alternatives involving a provider, carrier, administrator, network, plan design, benefit structure, or other arrangement for consideration.

This provision neither guarantees a change nor guarantees retention of the current arrangement.

The District reserves the right to add to or subtract from this Proposal.

The parties shall target a written recommendation by March 1, 2027 preceding an intended January 1, 2028 implementation. If withdrawal from the Consortium is required, a recommendation must be completed at least 210 calendar days before the proposed January 1, 2028 implementation to permit compliance with the Consortium's 180-day written-notice requirement.

No change may take effect before January 1, 2028 unless the Consortium confirms a different lawful timeline in writing.

4. 2027-2028 COMPENSATION

4.1 Eligible Association employees shall receive step and lane movement for the 2027-2028 school year.

4.2 The 2027-2028 salary schedule in Exhibit B represents a 1.0% increase to the final 2026-2027 salary schedule.

Exhibit B — 2027-2028 Teacher Salary Schedule

Exhibit B - 2027-2028 Teacher Salary Schedule

	BA					MA					MA+15				
Step	Amount	% Increase - Full Step	$ Increase	Total $ Amount	Total % Increase	Amount	% Increase - Full Step	$ Increase	Total $ Amount	Total % Increase	Amount	% Increase - Full Step	$ Increase	Total $ Amount	Total % Increase
1	46,402	0.00%	464	46,866	1.00%	49,175	0.00%	492	49,666	1.00%	49,863	0.00%	499	50,362	1.00%
1.5	47,672	0.00%	477	48,148	1.00%	50,561	0.00%	506	51,067	1.00%	51,282	0.00%	513	51,795	1.00%
2	48,940	5.47%	489	49,430	6.47%	51,946	5.63%	519	52,465	6.63%	52,702	5.69%	527	53,229	6.69%
2.5	50,213	5.33%	502	50,715	6.33%	53,336	5.49%	533	53,870	6.49%	54,120	5.53%	541	54,661	6.53%
3	51,474	5.18%	515	51,988	6.18%	54,719	5.34%	547	55,266	6.34%	55,529	5.36%	555	56,084	6.36%
3.5	52,744	5.04%	527	53,272	6.04%	56,101	5.18%	561	56,662	6.18%	56,938	5.21%	569	57,508	6.21%
4	54,003	4.91%	540	54,543	5.91%	57,488	5.06%	575	58,062	6.06%	58,355	5.09%	584	58,939	6.09%
4.5	55,307	4.86%	553	55,860	5.86%	58,871	4.94%	589	59,460	5.94%	59,760	4.96%	598	60,358	5.96%
5	56,591	4.79%	566	57,157	5.79%	60,239	4.79%	602	60,842	5.79%	61,148	4.78%	611	61,759	5.79%
5.5	57,864	4.62%	579	58,443	5.62%	61,635	4.69%	616	62,251	5.69%	62,583	4.72%	626	63,209	5.72%
6	59,137	4.50%	591	59,728	5.50%	63,030	4.63%	630	63,661	5.63%	63,999	4.66%	640	64,639	5.66%
6.5	60,391	4.37%	604	60,995	5.37%	64,409	4.50%	644	65,053	5.50%	65,424	4.54%	654	66,078	5.54%
7	61,640	4.23%	616	62,256	5.23%	65,797	4.39%	658	66,455	5.39%	66,838	4.44%	668	67,506	5.44%
7.5	62,952	4.24%	630	63,582	5.24%	67,188	4.31%	672	67,860	5.31%	68,006	3.95%	680	68,686	4.95%
8	66,458	7.82%	665	67,123	8.82%	71,215	8.23%	712	71,928	9.23%	72,407	8.33%	724	73,131	9.33%
8.5	67,878	7.82%	679	68,557	8.82%	72,690	8.19%	727	73,417	9.19%	73,895	8.66%	739	74,634	9.66%
9	72,242	8.70%	722	72,964	9.70%	77,109	8.28%	771	77,880	9.28%	78,328	8.18%	783	79,111	9.18%
9.5	73,335	8.04%	733	74,068	9.04%	78,339	7.77%	783	79,122	8.77%	79,591	7.71%	796	80,387	8.71%
10	76,716	6.19%	767	77,483	7.19%	81,777	6.05%	818	82,594	7.05%	83,042	6.02%	830	83,873	7.02%
10.5	78,907	7.60%	789	79,696	8.60%	84,110	7.37%	841	84,951	8.37%	85,413	7.31%	854	86,267	8.32%
11	79,784	4.00%	798	80,582	5.00%	85,047	4.00%	850	85,897	5.00%	86,364	4.00%	864	87,228	5.00%
11.5	81,380	3.13%	814	82,193	4.13%	86,748	3.14%	867	87,615	4.14%	88,092	3.14%	881	88,973	4.14%
12	83,008	4.04%	830	83,838	5.04%	88,483	4.04%	885	89,367	5.04%	89,853	4.04%	899	90,751	5.04%

Longevity Reinvestment

4.3 Effective for the 2027-2028 school year, the Appendix A-2 longevity amounts for bargaining-unit employees shall be revised as follows: 12-15 Years, $3,305; 16-20 Years, $3,955; 21-25 Years, $4,550; 26-28 Years, $5,250; and 29+ Years, $5,550. Each eligible employee shall receive only the amount corresponding to the employee's applicable longevity category.

Longevity-2027-2028

Years of Service	$ Amount	Increase	Total $ Amount	Longevity Year	EE Count	Longevity $
1	350		350	1	-	-
2-5	600	-	600	2-5	26	15,600
6-11	1,000	-	1,000	6-11	32	32,000
12-15	2,655	650	3,305	12-15	14	46,270
16-20	3,255	700	3,955	16-20	9	35,595
21-25	3,800	750	4,550	21-25	19	86,450
26-28	4,450	800	5,250	26-28	13	68,250
29+	4,700	850	5,550	29	12	66,600

The District reserves the right to add to or subtract from this Proposal.

Fall Actual Foundational Revenue Trigger

4.4 This salary-schedule increase applies to the 2027-2028 school year. It is triggered only if the District's Fall 2027 Actual Foundational Revenue is at least $300,000 higher than its Fall 2026 Actual Foundational Revenue.

For purposes of this calculation:

- Fall 2026 Actual Foundational Revenue equals the audited fall 2026 count multiplied by the State-adopted 2026-2027 foundation allowance.
- Fall 2027 Actual Foundational Revenue equals the audited fall 2027 count multiplied by the State-adopted 2027-2028 foundation allowance.
- The audited fall count means the Actual Total Adjusted K-12 and Special Education FTE generated by LESA and submitted to the Michigan Department of Education on Form DS4120.
- The count does not include the spring pupil count, blended membership, a three-year membership average, enrollment stabilization, a stabilization-equivalent calculation, a declining-enrollment adjustment, a hold-harmless provision, or any similar mechanism.
- Shared-service pupils and any pupil or program for which the District does not retain the full unrestricted foundation allowance are excluded.

No additional 2027-2028 salary-schedule increase will be made beyond the 1% described above, unless Fall 2027 Actual Foundational Revenue exceeds Fall 2026 Actual Foundational Revenue by at least $300,000.

4.5 If the $300,000 threshold is met, the additional 2027-2028 salary-schedule increase will be calculated as follows:

- Subtract $300,000 from the increase between Fall 2026 and Fall 2027 Actual Foundational Revenue.
- Multiply the remaining amount by 40%.
- Divide that amount by the total FEA salary cost equivalent to a 1.0% salary-schedule increase as of December 15, 2027.
- Round the resulting percentage to the nearest one-hundredth of one percent.
- Apply the resulting percentage uniformly to every salary cell in the 2027-2028 salary schedule.

4.6 An eligible employee must:

- Be actively employed in an FEA bargaining-unit position as of December 15, 2027.

An employee on an approved paid or unpaid leave will be considered actively employed for this purpose.

The calculation will be completed in January 2028, provided the audited fall 2027 count and State-adopted 2027-2028 foundation allowance are available. If the required information is unavailable, the calculation will be completed forty-five calendar days after the required information becomes available.

The resulting salary-schedule increase will be retroactive to July 1, 2027. The retroactive amount will be paid over the remaining regular payrolls for the 2027-2028 school year unless another payroll method is administratively necessary.

The 2027-2028 salary schedule will be updated to include the additional percentage increase and will become the controlling salary schedule.

4.7 The calculation will include only the increase in Actual Foundational Revenue attributable to the audited fall 2026 and fall 2027 counts and their respective State-adopted foundation allowances.

The following will not increase the calculation:

- Three-year-average membership;

- Enrollment stabilization, stabilization-equivalent, declining-enrollment, hold-harmless, or similar funding;
- Section 27l funding;
- At-risk or bilingual funding;
- Special education funding;
- Mental-health or school-safety funding;
- Transportation reimbursement;
- MPSERS or UAAL relief;
- Grants or restricted or categorical funding;
- Local property-tax revenue;
- Insurance savings;
- One-time funding; or
- Any other State-budget or District-revenue item.

5. 2028-2029 FINANCIAL REOPENER

5.1 The parties shall reopen wages, salary schedules, step and lane movement, and medical contributions for 2028-2029. Each party may submit no more than one language item of its choosing unless the parties mutually agree in writing to bargain additional items.

5.2 Written notice identifying the proposed language items shall be delivered no later than January 15, 2028. Initial economic and language proposals shall be exchanged by February 1, 2028. Bargaining shall begin by February 15, 2028. The parties shall meet at least twice each calendar month through May 31, 2028 unless they agree otherwise in writing.

5.3 If no reopener agreement is ratified and approved before July 1, 2028:

- Exhibit B shall remain in effect;
- No 2028-2029 step or lane movement shall occur unless a subsequently approved reopener agreement provides for such movement;
- No retroactivity of wages shall apply unless mutually agreed to; and
- Provisions not reopened shall continue, subject to applicable law.

5.4 If no agreement is reached before the first student day, the parties shall continue bargaining and may request mediation through the Michigan Employment Relations Commission. No interest arbitration or other binding dispute-resolution procedure applies unless required by law or mutually agreed in writing.

6. TIE-BARRED LANGUAGE PROPOSALS

6.1 The following District positions are incorporated into this global counterproposal. The controlling proposal or reference identified below is incorporated as if set forth fully herein.

Article/Section	FCS Counterproposal / Disposition
Article IV, Section 18; Article VII, Section 3; Appendix D	Accept FEA's July 28, 2026 counterproposal: "If a 3-year agreement is reached, the 2028-2029 calendar will be negotiated as a part of the tentative agreement that will be presented to FEA membership for ratification."
Article II, Section 1	Maintain FCS proposed language from April 30, 2026.
Article IV, Section 3:B	Maintain current contract language; no FCS proposal remains outstanding.
Article IV, Section 3:C	Maintain FCS proposed language change from April 30, 2026.

The District reserves the right to add to or subtract from this Proposal.

Article IV, Section 3:E	Reject the FEA's online-learning counterproposal providing $200 per student, per course, per semester. Maintain FCS proposed language deletion from April 30, 2026.
Article IV, Sections 19 and 23; Article IX, Section 3(a)–(c); Appendix C, Section 3	Withdraw the proposed Media Center Specialist deletions; maintain current contract language.
Appendix G	Reject the FEA's contingency tie-barring acceptance of Appendix G to acceptance of the FEA's Article IV, Section 3:E counterproposal. Maintain FCS proposed language from July 21, 2026.
Appendix E (mentor)	Maintain FCS proposed language from July 21, 2026. The FEA has indicated that Appendix E requires further discussion; this item remains unresolved.
Schedule B	Maintain FCS proposed language from July 21, 2026. The FEA's reported verbal changes remain unresolved.
Article XV — Teacher Layoff and Recall	Reject the FEA's July 14, 2026 proposal and counter with current contract language (CCL).

7. COMPLETE GLOBAL PACKAGE

7.1 The following constitute one complete and indivisible global package:

- The term and continuation provisions;
- The Year 1 1.5% salary-schedule increase, smoothing at Steps 8, 8.5, 9, and 9.5, and eligible step and lane movement;
- Year 1 longevity category 2-11 years split to 2-5 years and 6-11 years
- Longevity Year 1 increase to category 2-5 and above; Year 2 increase to category 12-15 and above
- The Section 27l negotiation provision;
- The medical contributions and insurance-review provisions;
- The Year 2 1.0% salary-schedule increase, eligible step and lane movement, and Fall Actual Foundational Revenue Trigger;
- The Year 3 financial reopener and one language item for each party;
- Every maintained District language proposal identified in Section 6; and
- All other provisions expressly incorporated into this package.

8. ACCEPTANCE

For Fowlerville Community Schools	Date	For the Fowlerville Education Association	Date
_____	_____	_____	_____