

**HVEA Tentative Agreement Summary**  
**September 18, 2017**

1. Three Year Agreement: 2017-2020 (expiration July 31, 2020)
2. Compensation:
  - a. 15 step salary schedule with 3 longevity steps (up from 2). *New schedule (with lanes) begins upon ratification by both parties with minimum of 1,525.00 increase and maximum of 2.5% 1st year. See attached chart for 2017-18 pay-out schedule.*
  - b. New schedule as written with full steps and lanes for years 2 and 3. *No backwards movement at any level in years 2 and 3.*
  - c. Increases to salary schedule in years 2 and 3 based on Formula. Formula is computed from November audit of previous year, NOT projections. Formula includes:
    - I. Unrestricted revenues of previous years
    - II. Increase/decrease in EA health insurance costs
    - III. Additional salary is capped at COLA (cost of living) for S.E. Michigan
  - d. Pay-out of formula based on the following triggers:
    - I. ~~If formula is positive and fund balance is 7-7.49%, 400.00 off schedule payment on 2nd pay in December.~~
    - II. ~~III.~~ If formula is positive and fund balance is *7.0%* ~~7.5%~~ or above, formula amount is on schedule as determined by Financial Review Committee. Payment begins 2nd pay in January with retro from beginning of school
    - III. ~~II.~~ If fund balance is below 5%, Financial Review Committee will meet to discuss options.
  - e. The Financial Review Committee will meet at least 2 times a year, the first in November *following the district audit* and a second in the Spring. The FRC will consist of a maximum of 8 (4+4) and a minimum of 6 (3+3) people. The FRC will discuss formula results, fund balance, student enrollment decline/growth, health insurance costs and any other topics of interest to both parties.  
  
*f. Off-Schedule payment of 225.00 on the 1st December pay of 2017.*
3. Insurance:
  - a. The board has approved a budget that includes a Hard Cap starting in January. This is not an option we are able to bargain. *Regardless of the approval of this Tentative Agreement the Hard Cap remains in effect as decided by the district.*
  - b. We have been approved by MESSA to offer 3 additional plans, bringing our total plans to 5 (only 1 other district in the state has 5 plans). Two plans are the same as our current offerings. The additional 3 plans are variations that allow for less monthly cost but have additional copay, coinsurance, 3-tier and mail order prescriptions. See the attached form for more details.
  - c. MESSA will be doing informational sessions at all buildings during staff meetings in October.

- d. Employee contributions will be spread over 24 pays from the previous 20 pay system.
  - e. Cash in lieu remains at \$3,281.00. *If 142 members take cash in lieu, amount is \$4,200.00. If 162 members, amount is \$5,000.00. This formula will apply each year during Open Enrollment.*
4. Spring Conferences: Eliminated!
  5. Central Sick Bank: Clarification of language to replenish sick bank when it gets low.
  6. Contract Maintenance Committee: Clarification of language to mandate that the CMC meet on a regular basis.
  7. Schedule B: A committee met over the course of 2 years to revise and modernize.  
*Schedule B. The new version will be implemented starting in year 2 of the contract. All current employees on Schedule B will be held harmless to any negative percentage changes, as well as being held harmless when moved to the new salary schedule in 18/19. Longevity steps (Lane A) will be added as well.*
  8. New Hire Steps: Change language that mandates new hires get up to 5 years of steps for previous experience. Allows HR to give less at their discretion.
  9. Working Conditions: ~~A lengthy list of working conditions will be moved to the Contract Maintenance Committee for additional work towards Letter of Agreement. Issues include class size, prep time, provided materials, testing loads and more.~~
    - a. *Elementary - stipend of 250.00 per semester for each student over class load.*
    - b. *Elementary Specials and Secondary - 50.00 per semester for each student over class load.*
    - c. *Secondary - 1,750.00 stipend per semester for large group instruction. Must be at least 25 over class load (189) with a cap of 50 over (214).*
    - d. *All overages require agreement of teacher, HVEA and administration.*
    - e. *Kindergarten class size reduced to 27 for years 2 and 3 of contract.*
    - f. *Guest Teacher available to all elementary buildings for 2 days to facilitate literacy testing by classroom teacher. Each building will determine how guest teacher is shared for those 2 days.*
    - g. *Contract Maintenance Committee will convene within 30 days of ratification to address the remaining working conditions gathered in the Spring 2017 member survey. CMC will work for solutions and possible Letter(s) of Agreement.*



