

HVEA Tentative Agreement Summary
August 25,2017

1. Three Year Agreement
2. Compensation:
 - a. 15 step salary schedule with 3 longevity steps (up from 2). New schedule with lanes begins on the 9/25/17 pay with 1.3-4% range for 1st year. See attached chart for movement from old schedule to new.
 - b. New schedule as written with full steps and lanes for 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. If formula is positive and fund balance is 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. 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 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.
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.
 - 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
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.
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.
10. We need to commit to being ambassadors to the community. Increasing pupil count is a direct link to additional salary, and we as teachers are the best advertisement that the district has in the community. We're all in this together!