

Appendix E

Tentative Agreement

Contract Extension of the 2018-2021 Master Agreement (MA) between the HEA and HCS Board of Education

Rationale: With the economy in such flux, it seems that the best way to move forward is to work with each other (HEA and HCS) to ensure that costs are contained to the best of our ability. Working together, the District and HEA agree to extend the current MA through 2022-23.

The following conditions will apply to this agreement:

1. The HEA agrees to freeze steps, lanes, and longevity for 2020-21 (no member moves on the salary and Schedule B schedule or moves onto or up the longevity list).
2. The district agrees to pay the cost of steps, lanes, and longevity in 21-22 and 22-23.
3. The HEA agrees to freeze the 2020-21 salary schedule which remains in effect for the duration of the contract unless an adjustment is needed to meet the 5% clause responsibility.
4. The HEA agrees to a freeze on the 9% ceiling fund balance off-schedule give back in 20-21, 21-22, and 22-23.
5. If there is a pro-ration on the 2019-20 foundation allowance, the HEA members will not be responsible for the remaining dollars beyond the \$48,000 (or .18%) adjusted on the 2020-21 schedule, through an earlier LOA nor would they be eligible to receive the off-schedule payment.
6. If there is no pro-ration or a partial proration, that would generate an off-schedule payment per the current MA language, on the 2019-20 foundation allowance, HEA members will receive their off-schedule payment on or before Nov. 1, 2020 and the -\$48,000 (or -.18%) remains adjusted on the salary schedule for 2020-21.
7. The district agrees to a financial reopener between April 1 and April 30, unless agreed otherwise by both parties, for 2021-22 and 2022-23.

To the extent not altered by this document, the provisions of the 2018-2021 Master Agreement shall remain in effect.



For the Association



Date



For the Board



Date