

**Contract Extension**  
**Hartland Affiliate Association & Board of Education HCS**

1. 2 year contract extension (2022-23 & 2023-24)
2. Compensation:
  - 2% on schedule 2022-23
  - 2% on schedule 2023-24
3. Longevity (effective 2022-23)
  - 7 years = \$500 (paid at the end of 8th year)
  - 10 years = \$750 (paid at the end of the 11th year)
  - 15 years = \$850 (paid at the end of the 16th year)
  - 20 years = \$950 (paid at the end of the 21st year)
  - *Current schedule is \$553.41 after 10 years, \$644.08 after 15 years, and \$746.77 after 20 years*
4. Hourly wage increase of 15 cents for paraeducators (classroom & bus aide only) effective 2021-22. This does not affect current contract language applicable to classification.
5. Cash-In-Illeu:
  - New hires after July 1, 2021 = \$5,000
  - Current employees choosing CIL after January 1, 2022 = \$5,000
  - \* CIL remains at \$6,512.08 for grandfathered employees
6. Signing Bonus: (paid by last pay in June 2021 and prorated for mid-year hires and affiliates who transferred to new positions)
  - 52 week employees = \$350
  - 5 hours or more daily = \$250
  - Under 5 hours daily = \$150
7. Language
  - 403b - adopt language to accommodate changing 403b providers to The Standard.
  - PMLA - modify Article XV, paragraph A to reference that sick leave may be used as permissible by law, or in absence of applicable law, for illness in the immediate household.

For the Association

Brenda Wall

Date

5-10-21

For the Board

A. S. Van Zon

Date

5.10.21

HCS BOARD APPROVED 5/10/2021