

Tentative Agreement

Contract Extension of the 2018-21 Master Agreement between the Hartland Education Association (HEA) and the Hartland Consolidated Schools Board of Education (District)

The HEA and the District currently have an extension of the 2018-21 master agreement in place that provides for a wage opener during the 2022/23 school year to discuss the feasibility of steps/lanes/longevity payments, adjustments to the salary schedule, and/or off-schedule payments for the 2023/24 school year.

The HEA and the District agree to modify the terms of this extension as follows:

- Extend the agreement to 2025/26
- The District will provide steps, lane adjustments, and longevity increases in 2023/24, 2024/25, and 2025/26 at its expense
- The 2022/23 salary schedule shall be increased by 5% in 2023/24 and by another 2% in 2024/25
- The 2025/26 salary schedule adjustment will be determined as follows:
 - 6/30/2025 fund balance > 20%: automatic 3% increase to the 2024/25 salary schedule
 - 6/30/2025 fund balance = 15% - 20%: automatic 2% increase to the 2024/25 salary schedule
 - 6/30/2025 fund balance < 15%: the parties agree to a wage discussion after the fall count of the 2025/26 school year to determine what adjustment, if any, will be applied to the 2024/25 salary schedule
- Beginning in the 2023/24 school year, longevity will be adjusted as follows:
 - 11 – 14 years of service: \$1000
 - 15 – 19 years of service: \$2000
 - 20 – 24 years of service: \$4000
 - 25+ years of service: \$5000

To the extent not altered by this document, the provisions of the 2018-2021 Master Agreement and the existing contract extension per tentative agreement signed 5/10/2021 shall remain in effect through June 30, 2026.



For the Association



For the Board

11-7-22

Date

11-7-22

Date