



To: BEA
From: Greg Gray Ph.D., Superintendent
Date: August 9, 2017
RE: District Negotiations Tentative agreement

Pursuant to Article 20 (Duration) page 49 of the BEA contract and related to the financial re-opener for the 2017-2018 school year, the District and BEA agree to the following financial conditions for the 2017-2018 school year:

1. Steps will be paid and lane changes honored, including years of service negotiated at the time of hire by BAS~~x~~ will reflect the years of service to the district.
2. For 2017-2018 the wage scale is listed below:

2017-18			
Step	BA	MA	MA+30
1	41,804	44,273	46,754
2	44,191	46,838	49,435
3	46,580	49,405	52,173
4	48,970	51,967	54,961
5	51,359	54,525	57,694
6	53,743	57,088	60,430
7	56,130	59,650	63,168
8	58,514	62,210	65,909
9	60,904	64,774	68,642
10	66,105	67,336	71,379
11	70,106	72,993	77,401
12		77,369	82,051

The above payment schedule will be used until an agreement for the 2018-2019 wage and benefit opener is settled. If no agreement is completed by August 31st of 2018, negotiations will proceed from the salary schedule listed below.

2016-17			
Step	BA	MA	MA+30
1	40,209	42,568	44,936
2	41,390	43,835	46,291
3	43,753	46,374	48,946
4	46,119	48,916	51,656
5	48,485	51,452	54,417
6	50,850	53,985	57,123
7	53,211	56,523	59,832
8	55,574	59,058	62,543
9	57,935	61,594	65,256
10	60,301	64,133	67,962
11	65,450	66,669	70,672
12	69,412	72,270	76,635
13		76,603	81,239

3. Beginning in 2017-2018, all BEA bargaining unit members are required to complete 30 hours of district provided or supervisor approved professional development. BEA members will receive 1% of their individual base salary paid over 27 or 22 (typically 26 or 21) pays for successful completion and documentation of the professional development. If the 30 hours of professional development are not completed by May 1st of 2018 the 1% will be payroll deducted from the individual's remaining checks prior to July 1, 2018. If the state changes the professional development district required hours the parties will convene to negotiate this provision.

4. For 2017-2018, class size in grades 5-12 will remain the same as 2016-2017. This means that the district can assign 33 students per section and pay overloads for students 34 and 35 not to exceed 175 students per day. This does not include the classes listed at the bottom of page 33 or the top of page 34 of the BEA contract as they will remain as listed in the contract. Barring a settled wage and benefit contract opener for 2018-2019 Teaching Loads as listed in the master agreement will return to the previously agreed upon language.

5. Beginning in 2017-2018, \$400 will be added to each level of the BEA longevity stipend listed under article 7, Letter I, page 13, (professional compensation) of the BEA contract.

2017-2018


13-15 years (12-15 yrs. For B.A. scale) = \$1100

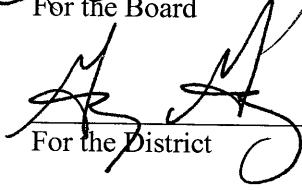
16-20 years = \$1600

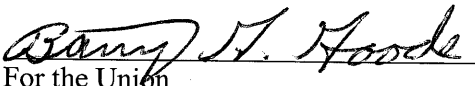
21-25 years = \$2100

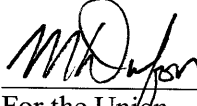
26 Years & up = \$2600

6. Beginning in 2017-2018, Step 1 will be eliminated from the salary schedule as reflected in the above listed 2017-2018 salary schedule.
7. For 2017-2018 only, the savings incurred between the ancillary insurance costs in 2016-2017 and the decrease in consortium premiums in 2017-2018 will be used to reduce the participant's portion of insurance premiums for those members on Plan A. The parties agree to join the Livingston County Health Consortium.


For the Board
8-9-2017
Date


For the District
8-9-2017
Date


For the Union
8/9/17
Date


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Date