

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 freezes the 2020/21 salary schedule and the off-schedule payment requirement for fund balance exceeding 9% for the 2021/22 and 2022/23 school year.

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

- Extend the agreement to 2023/24
- The 2020/21 salary schedule shall be increased by 2% in 2021/22 and by another 2% in 2022/23
- The District will provide steps, lane adjustments, and longevity increases in 2021/22 and 2022/23 as provided in the existing contract extension
- The parties agree to a wage reopener between April 1 and April 30, 2023 for the 2023/24 school year to discuss the feasibility of steps/lanes/longevity payments, adjustments to the salary schedule, and/or off-schedule payments. The District will conduct an analysis of its overall financial picture during this timeframe in order to determine what funds, if any, are available to provide wage adjustments in the 2023/24 school year. (Similar to the process performed in April 2021 when creating this extension proposal).
- While the District expects some level of adjustments to one or more of the compensation areas noted above, unless adjustments are made during the wage reopener, the following will be in place at the start of the 2023/24 school year:
 - Salary schedule that was in place for the 2022/23 school year
 - Steps/lane/longevity to remain at 2022/23 levels
 - An off-schedule payment will be provided if fund balance is over 9% in an amount determined by the District if there are no increases to the salary schedule and steps, lanes, and longevity increases are not provided. This off-schedule payment cannot take the District below 9% fund balance.

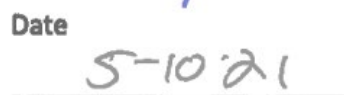
To the extent not altered by this document, the provisions of the 2018-2021 Master Agreement and the existing contract extension (per tentative agreement signed 6/22/2020) shall remain in effect through June 30, 2024.



For the Association


For the Board



Date


Date

HEA ratified 5/25/21
HCS Board approved 5/27/21