

Contract Agreement for the school year 2011-2012

All provisions stay the same with the following changes:

**Schedule A**

Steps and longevity given with 0% increase

~~C. In each year of this Agreement, should the General Fund balance increase by an amount in excess of \$100,000 from the prior year's General Fund balance as reported in the annual audit, 50% of the amount in excess of \$100,000 shall be divided by the number of full time teachers as of June 30<sup>th</sup> of that year in the District. The resulting figure shall be paid to each eligible teacher in a separate payment from normal payroll. Effective Immediately~~

**Article XI-insurance protection**

M ESSA Choices II with the following changes: ~~\$10/20 drug card~~ Saver RX  
\$100/200 \$300/600  
Pay 15% of insurance premium

The Benefit Level will be listed in the contract and the district will be the policyholder.

Any current employee as of June 30, 2011, that has a pre-existing condition that needs more dental cleanings than is prescribed in the dental coverage package, once the required number of annual cleanings is documented in writing by the specialists dealing with the employee or covered dependent, the employer agrees to pay the cost of the additional cleaning(s) for said employee(s) or dependent meeting said requirements.

**ARTICLE VI - TEACHING HOURS**

**New 8 Agreement through an MOU between the Superintendent and HBEA Union President will be developed to set forth the procedures for staff attending meetings that are called for administrative and instructional purposes.**

**New Article XX---Emergency Financial Manager**

The parties recognize the requirements of Public Act 4 whereby if conditions are present an Emergency Manager can be assigned to the school district to eradicate and correct any financial emergency. As part of Public Act 4 all collective bargaining agreements can be negated by the Emergency Manager in accordance with provisions of the law. Further Public Act 4e defines procedures governing the actions of the Emergency Manager. The parties to this agreement are cognizant of these provisions and recognize the powers vested in the Emergency Manager assigned by the State of Michigan. The State of Michigan shall provide assistance to the district in the form of a consent agreement if such actions are deemed appropriate prior to the assignment of an Emergency Manager.

**New Article XXI---Merit Pay**

If the school(s) makes AYP, each teacher will receive a determined amount for merit pay.

Laurence R. Spamb

6/24/11 12:15pm

Date

Kathleen E Perdue TCBA

6/24/11 at 12:15pm

Date