

**Amendment Agreement  
between  
Hudsonville Public Schools  
and  
Hudsonville Education Association, MEA-NEA**

The Hudsonville Public Schools (the "District") and the Hudsonville Education Association, MEA-NEA (the "Association") hereby agree as follows:

1. The "Professional Negotiation Agreement" between the District and the Association, covering the period from August 27, 2007 through August 26, 2011 (the "Master Agreement"), is hereby modified and amended in the following particulars:
  - a. Appendix A (Salary Schedule) of the Master Agreement shall be amended to add a "2011-2012 Salary Schedule" which increases the 2010-2011 Salary Schedule by one and one-quarter percent (1.25%) applied to the base.
  - b. Appendix A (Salary Schedule) of the Master Agreement shall be amended to add: All teachers will receive a payment of .5 (one half percent) percent of the individual teacher's salary on or before June 30, 2012, in the form of a non-elective employer contribution to a 403(b) account with the Board-approved vendor. If the teacher has an active 403B account that has a regular contribution throughout the school year, with one of the other 7 (seven) vendors, then the payment will increase the amount (in June) that is an ongoing deposit to that account. In either case, the employee must establish their account and notify the business office by April 15, 2011 in order to qualify for this payment. The board understands that the association appreciates the opportunity to have an employer paid 403B plan, and while this provision has an expiration date, the board and the association may agree to negotiate other 403B provisions in future years. This provision expires on June 30, 2012, and shall not be considered a continuing term and condition of employment.
  - c. ARTICLE XIV (Insurance Protection) of the Master Agreement shall be amended to add: Beginning with the 2011-2012 school year, the board shall provide at no cost to the teacher, MESSA Choices II, with \$10/\$20 Preferred Rx co-payment rider and the \$10.00 (ten dollar) office visit rider.
  - d. ARTICLE XIV (Insurance Protection) of the Master Agreement shall be amended to add: Beginning with the 2011-2012 school year, any and all language regarding prescription reimbursements by the district is completely removed from the contract.
  - e. ARTICLE XV (Teacher Evaluation) of the Master Agreement shall be amended to add: Beginning in the 2011-2012 school year, a new evaluation model will be adopted that will include adherence to MCL 380.1249 and MCL 380.1250. The evaluation committee that was formed this year will continue to meet in order to develop a different process, and to identify the rubric/tool that will be used in evaluations. If and when consensus is reached, that information will be written in a letter of agreement and approved by the HEA president and the

Director of Human Resources. If consensus is not reached by August 1, 2011, the district will implement two items.

1. An evaluation process that utilizes the 2010-2011 evaluation rubric for the 2011-2012 school year, using an abbreviated schedule that provides for all teachers to be observed at least twice during the evaluation cycle, and that the observations will result in a one year-end performance evaluation.
2. The district and the association agree that \$50 (fifty dollars) of the above 403B payment as merit pay, in order to comply with MCL 380.1250. Therefore, if any teacher is evaluated as unsatisfactory in their performance for the 2011-2012 school year, his/her one time payment will be delayed until such a time that they are evaluated as satisfactory (this payment may be made after the expiration of this provision). If the teacher leaves the service of the district without receiving a satisfactory performance evaluation: their payment will be forfeited. This provision expires on June 30, 2012, and shall not be considered a continuing term and condition of employment.

f. Article XXIX (Duration of Agreement) of the Master Agreement is amended to provide for a one (1) year extension of it, thereby resulting in expiration of the Master Agreement on August 26, 2012 (rather than August 26, 2011).

g. Appendix C (Calendar) of the Master Agreement shall be amended to add a "2011-2012 Calendar" which essentially "mirrors" or replicates the 2010-2011 Calendar, with any differences being subject to mutual agreement by the District and the Association.

2. Except with respect to the specific revisions or amendments set forth above in this Amendment Agreement, all other provisions of the Master Agreement shall remain unchanged.

BOARD OF EDUCATION

HUDSONVILLE EDUCATION ASSOCIATION

By: \_\_\_\_\_  
School Board President      Date

By: \_\_\_\_\_  
President      Date

By: \_\_\_\_\_  
School Board Negotiator      Date

By: \_\_\_\_\_  
Chief Negotiator      Date

By: \_\_\_\_\_  
School Board Negotiator      Date