


**Tentative Agreement
between the Ferndale Education Association
and the Ferndale Public Schools Board of Education**

The Ferndale Education Association and Ferndale Public Schools Board of Education agree to the following for the 2018-19 school year:

1. All teachers shall receive a 1% on-schedule salary increase.
2. All teachers not currently at the top step on their salary schedule shall progress a single step.
3. The TCEC maximum step, currently Step 5, shall be increased to Step 6 on the K-12 salary schedule and the TCEC teacher caseload shall be increased from 45 to 50.
4. Teachers who are at the top of their salary schedule in 2017-18 and as a result cannot move up a step shall receive a 1% bonus payment (non-reportable wages). This bonus payment shall be made by the last pay in December 2018.
 - a. Michelle Mirkes, currently above the TCEC maximum step, shall remain at Step 7 and will receive the 1% bonus payment.
5. Effective in the 2017-18 and 2018-19 school years, Michelle Mirkes will receive a Head Counselor stipend of \$500. In 2018-19, both TCEC counselors will each retain the full counselor's stipend specified in Article A.5.1.
6. The rate specified in A.10.6 shall be set at 0.06608% of the 2018-19 BA 1 salary step. The effect of this percentage is to make the specified hourly rate \$25.00/hr.
7. The following enrollment incentive would be paid before February 2019 as a bonus payment (non-reportable wages) based on the audited fall 2018 student count. If the 2018-19 fall count is above 2,919 students, each bargaining unit member shall receive a bonus payment based on the following formula: $(\text{Audited Enrollment} - 2900) \times 0.0025 \times 2018-19 \text{ per pupil Foundation Allowance}$. As an example, if the enrollment is at 2,938 students and the 2018-19 Foundation Allowance is \$8,293 per pupil, teachers would receive a payment equivalent to $38 \times 0.0025 \times \$8,293$, which would be \$787.84. This incentive is a non-cumulative, one-time payment based on the final audited fall 2018 student count (not compounded). Table 1 below is for illustrative purposes only.

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Table 1. Example bonus payment for various enrollment tiers if the per pupil Foundation allowance is \$8,293

2018-19 Audited Fall Enrollment	Bonus Payment Per FEA Member
2,919 or below	\$ 0
2,920	\$ 415
2,925	\$ 518
2,930	\$ 622
2,935	\$ 726
2,940	\$ 829
2,945	\$ 933
2,950	\$ 1,037
2,955	\$ 1,140
2,960	\$ 1,244
2,965	\$ 1,348
2,970	\$ 1,451
2,975	\$ 1,555

8. HR and the FECC Director will meet with the FEA to discuss the FECC budget and calendar relative to teacher roles and responsibilities prior to the start of the 2018-19 school year. The purpose of this meeting will be to provide the opportunity for dialogue and to facilitate mutual understanding.
9. This Agreement will not be presented to the Board of Education for approval until the 2018-19 per pupil Foundation Allowance (FA) has been set by the State of Michigan. If the Foundation Allowance increase from the 2017-18 school year to the 2018-19 school year is less than \$180 per pupil, this agreement will be subject to further negotiation by the FEA and the Board of Education.
10. This Agreement, if ratified by the FEA and approved by the Board of Education prior to July 1, 2018, will take effect on July 1, 2018.

Note: The term "teachers" as used in this Agreement is consistent with the meaning in the Collective Bargaining Agreement. "Teachers" refers to all bargaining unit members.

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**FEA (K12)
Salary Schedule
2018 - 2019 School Year**

(1.0% On Schedule from 2017/18 Salary Schedule)

	BA	MA	Headstart / GSRP BA Hourly	Headstart / GSRP MA Hourly	Headstart / GSRP BA No Cert Hourly	Headstart / GSRP MA No Cert Hourly	Headstart / GSRP CDA Hourly
Step 1	\$37,834	\$42,075	\$31.51	\$34.90	\$23.65	\$26.72	\$15.77
Step 2	\$39,502	\$43,988	\$32.31	\$35.92	\$24.23	\$27.31	\$16.17
Step 3	\$41,245	\$45,989	\$32.95	\$36.97	\$24.83	\$27.91	\$16.46
Step 4	\$43,065	\$48,081	\$33.90	\$37.99	\$25.40	\$28.48	\$16.97
Step 5	\$44,965	\$50,270	\$34.68	\$39.03	\$26.01	\$29.09	\$17.34
Step 6	\$46,950	\$52,555	\$35.31	\$40.06	\$26.61	\$29.68	\$17.76
Step 7	\$49,021	\$54,946	\$36.26	\$41.10	\$27.20	\$30.27	\$18.14
Step 8	\$51,184	\$57,446	\$37.05	\$42.12	\$27.79	\$30.86	\$18.52
Step 9	\$53,443	\$60,059	\$37.65	\$43.15	\$28.25	\$31.33	\$18.91
Step 10	\$55,800	\$62,791	\$38.46	\$44.18	\$28.98	\$32.06	\$19.32
Step 11	\$58,264	\$65,648	\$39.22	\$45.22	\$29.55	\$32.63	\$19.73
Step 12	\$60,834	\$68,633	\$40.22	\$46.26	\$30.15	\$33.23	\$20.11
Step 13	\$63,519	\$71,755	\$40.80	\$47.28	\$30.76	\$33.85	\$20.49
Step 14	\$66,322	\$75,019	\$41.79	\$48.32	\$31.20	\$34.27	\$20.90
Step 15	\$68,975	\$78,019	\$42.36	\$49.35	\$31.78	\$34.86	\$21.29
Step 16	\$69,665	\$78,799	\$44.05	\$51.33	\$33.05	\$36.13	\$22.14



AFEA
Salary Schedule
2018/19 School Year
(1% On Schedule from 2017/18 Salary Schedule)

	Adult Education BA	Adult Education MA	Alternative Education / Shared Time BA	Alternative Education / Shared Time MA
Step 0	\$19.64	\$20.79	\$21.83	\$22.94
Step 1	\$20.63	\$21.93	\$22.80	\$24.05
Step 2	\$21.93	\$23.23	\$24.05	\$25.29
Step 3	\$23.23	\$23.85	\$25.29	\$25.90
Step 4	\$23.85	\$24.53	\$25.90	\$26.56
Step 5	\$24.53	\$25.36	\$26.56	\$27.38
Step 6	\$25.05	\$25.93	\$27.08	\$27.92
Step 7			\$27.55	\$28.45
L10	\$25.54	\$26.47	\$28.08	\$28.95
L11	\$25.81	\$26.72	\$28.33	\$29.21