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JHB 6/3/14
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6/3/14
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**VAN BUREN PUBLIC SCHOOLS
AND
VAN BUREN EDUCATION ASSOCIATION
EMPLOYERS COUNTER PACKAGE PROPOSAL 6/3/14**

This is a package proposal. The employer reserves the right to add to, delete from or modify these proposals.

**ARTICLE VI
PROFESSIONAL COMPENSATION**

6.4 Salary Schedule for 2014-15

6.4.1 2014-2015 Salary Schedule (Appendix C)
The 2013-2014 salary schedule shall remain the same as 2007-08.

6.4.2 For the 2014 – 2015 school year, teachers who qualify to advance a step on the salary schedule shall only advance one-half step.

In addition, there will be a 3.6% pay reduction which shall remain in effect for the 2014 – 2015 school year, and teachers' salaries for 2014 – 2015 shall be reduced by 3.6%, with such pay reduction spread evenly over the course of the teacher's pay year (i.e. 21 or 26 pays). These pay reductions will continue for the following school years (2014-2015, 2015-2016), subject to negotiation, with the understanding that the District shall reduce the percentage as the District's financial condition improves.

6.10 Health Care

The health insurance provided to teachers under the agreement shall continue to be MESSA ABC PLAN-HSA with \$1250/\$2500 deductible with 80% District and 20% employee premium contributions. The employer will contribute 50% of the deductible.

HSA Contributions

In the event a member changes their health insurance enrollment status (single, two person, full family), the amount of the deductible contributed by the district will be prorated based on the number of months covered at each enrollment status within the deposit period (July 1 through December 31 or January 1 through June 30). When an enrollment status is changed, the computation will be made and any amount due to the member's HSA account will be deposited by the next HSA employee deduction deposit date. If the employer has over-deposited for an

employee, the amount will be deducted from the next scheduled July 1 or January 1 employer deductible contribution.

**ARTICLE VII
TEACHING CONDITIONS**

7.1 The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education; that is the goal of both the teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed at assuring that the energy of the teacher is primarily utilized in this end.

ELEMENTARY SCHOOLS AND AUTHORIZED BASIC CLASSES IN SECONDARY SCHOOLS

Because the pupil-teacher ratio is an important aspect of the effective educational program:

1. The parties agree that class size should be lowered whenever possible to meet the following optimum standards:

A. Class Sizes:	Optimum	Maximum
Kindergarten.....	25	2830
Grades 1 through ⁵ 6	27	3032
Authorized Basic Class, Grades ⁶ 7 through 12.....	20	2225

For the 2014-2015 school year, Kindergarten maximum will be 30 and grades 1-5 will be 32. Parties agree to re-open class size at these levels for the 2015-2016 school year.