

Harvey Public Schools District 152
Highlights of the CBA with HEA 2014-2017
November 17, 2014

Duration of Contract

- Three-year Collective Bargaining Agreement (CBA) – July 1 2014 through June 30, 2017

Teacher Planning Time

- Internal substitution increased from \$14 per period to \$16 per period in school years 2014-15, 2015-16 and to \$18 per period in 2016-17

Salary and Fringe Benefits:

- Employees will be paid every two weeks and have the option of receiving payroll checks either twenty-six (26) pays or twenty-two pays (22)
- Base salary increase is two percent (2%) per year
- Extra duty pay increase is two percent (2%) per year
- Upon completion of the National Board Certification the employee will receive a one (1) time stipend of \$3,000
- Board Contribution towards insurance per month are as follows:

	<u>Indiv.</u>	<u>Mem.+1</u>	<u>Fam.</u>
• 2014-15	\$500	\$650	\$950
• 2015-16	\$525	\$675	\$975
• 2016-17	\$550	\$700	\$1,000

- Perfect Attendance incentive is eliminated. A special recognition announcing those employees who received perfect attendance will be a at a future Board Meeting
- Tuition reimbursement will be paid out twice per school year (March 31 and September 30)

Evaluation Process:

- Aligns with the new PERA rules and regulations

Ratification and Approval

- HEA ratified the contract on July 14, 2014
- Board is scheduled to approve on November 17, 2014