

HEA Contract Changes at a Glance

- Article 7: The yearly MOU for HS Seminars must be done by May 1st.
- Article 9: Class size payments in person classes, excluding secondary Performing Arts, Fine Arts and Physical Education Teachers and class spaces that exceed 900 square feet.
 - KDG Teachers to be paid \$400 for each student over 25 students on that teacher's roster per semester.
 - First-Third Grade Teachers to be paid \$400 for each student over 27 students on that teacher's roster per semester.
 - Fourth-Fifth Grade Teachers to be paid \$400 for each student over 30 students on that teacher's roster per semester.
 - Sixth-Eighth Grade Teachers will receive \$65 for each student over 25 students per class period on that teacher's roster per semester.
 - Ninth-Twelfth Grade Teachers will receive \$200 for each student over 155 on that teacher's roster per semester.
- Article 9: Class size payments on-line classes, excluding Performing Arts, Fine Arts and Physical Education Teachers
 - KDG-Fifth Grade Teachers to be paid \$400 for each student over 32 students on that teacher's roster per semester.
 - Sixth-Twelfth Grade Teachers will receive \$200 for each student over 168 on that teacher's roster per semester.
- Article 10: New hires attending Induction shall be granted COI day as a compensatory day.
- Article 10: Members who doesn't fulfill the three (3) or six (6) hour requirement for COI day will be required to use sick or a personal day.
- Article 10: Members will be paid \$250.00 per day for up to two (2) days for Kindergarten screening that takes place on non-work days.
- Article 12: Any member employed after July 1, 2021 shall be on probation for a period of thirty-six (36) months.
- Article 14: There is new language regarding complaints for a member.
- Article 14: There is new language about placing a member on Administrative leave.
- Article 17: There is new language regarding Reduction-In-Force, adding "Financial Reasons" instead of "Lack of Funds".
- Article 21: Members will now receive \$35.00 for a missed planning period.
- Article 21: Members who take students into their classroom shall receive \$35.00 for a half day or \$70.00 for more than a half day.
- Article 21: Asking teachers to cover a class due to lack of subs shall be on a rotation basis of willing members on the list, subject to issues related to licensure.
- Article 21: The BAC in collaboration with the building administrator will discuss possible alternatives/options for addressing fail to fills within their building.
- Article 24: Graded Courses of Study Committee, Number 6, we added "in PreK-12 buildings as well as Online Academy" to that sentence.

- Article 28: Added under Sick Leave “Sick leave may not be used for discretionary appointments scheduled on professional development days” and if one is used, Administration has the right to ask for a doctor’s statement.
- Article 28: Added Personal Leave shall not be used on professional development days. If they do use a day, the member will be charged two days.
- Article 28: Added language regarding moving college Freshman children into school will not be charged a double personal day as long as the employee provides documentation from the college, including the students name, grade and move in date.
- Article 28: Added all personal leave must be exhausted prior to using emergency leave.
- Article 28: Assessment Leave, if three (3) of the seven (7) assessment days are cancelled for certain employees due to lack of substitutes, the member shall receive one professional options days for \$250.00 to complete the work on a non-work day.
- Article 28: Related services members who are required to complete IEP’s will be given the equivalent of one POD at the rate of \$250.00
- Article 29: Changes were made to eligibility for insurance.
- Article 30: Salary Increase
 - 2021-2022 2%
 - 2022-2023 2%
 - 2023-2024 2%
- Article 30: Administration will make a good faith effort to cap students for Intervention Specialist Tutors at 12 students at the elementary and middle school level and 18 students at the high school level.
- Article 30: Administration will make a good faith effort to cap EL student at 75% of the teacher’s case load numbers for EL Tutors
- Article 30: Administration will make a good faith effort to take students’ needs into consideration and cluster students with similar needs.
- Article 30: A Tutor Advisory Committee shall be established consisting of four tutors and one person chosen by the superintendent to offer input on tutor related issues. The group will meet up to two times yearly.
- Appendix A: There are changes to the Teacher Salary Index.
- Appendix G: There are changes to the Supplemental Salary Schedule
- Appendix H: There are changes to Activity Stipends
- Appendix I: There are changes to comply to OTES 2.0