

**Tentative Agreement
between
Van Buren Public Schools District
Van Buren Association of Educational Secretaries
January 25, 2017**

Van Buren Public Schools (the "District") and Van Buren Association of Educational Secretaries ("VBAES") reached the following tentative agreement on January 25, 2017:

1. Remove (3) Central Office Secretaries from Bargaining Unit: Accounts Payable, Payroll, Special Education Secretary.
2. Pay to secretaries after 5 years of service an off-schedule \$650 longevity bonus; after 10 years of service an off-schedule \$900 longevity bonus; after 20 years of service an off-schedule \$1,100 longevity bonus. The longevity bonus shall not be considered reportable compensation for purposes of the Michigan Public School Employees Retirement System. The longevity bonus payment in this paragraph shall be paid during the term of the contract, in June 2017 and June 2018, and thereafter shall sunset.
3. A. 0.75% salary increase for 2016- 2017 school year. This salary increase shall be prorated with the first paycheck after ratification by both parties.
B. 1% for 2017 - 2018 school year.
4. Elimination of the Class III part time salary schedule.
5. Secretaries shall be provided a calendar each year which demonstrates their total number of work days and total number of paid days.
6. The term of the contract shall be for two years, July 1, 2016 through June 30, 2018.

? The longevity bonus provided in #2 shall be prorated in a manner similar to the retiree's proration to the end of the school year.

Abdel Muezyen
Van Buren Public Schools

Maryfer Boyd
Van Buren Association of Education Secretaries