

Lane increase will be granted as of date of ratification. VBAES will hold its ratification vote on Friday, August. 8, 2014. The Van Buren School District Board of Education will hold its ratification vote on Monday, August 11, 2014.

2% increase to salary schedule. See schedule below

Flex Spending Account - \$160.00 to All VBAES members deposit into FSA

These are all the agreed upon changes to the successor agreement. All other terms and conditions remain the same.

**TENTATIVE AGREEMENT BETWEEN  
VAN BUREN PUBLIC SCHOOLS  
AND  
VAN BUREN ASSOCIATION OF EDUCATIONAL SECRETARIES  
August 7, 2014**

This Agreement entered into this 7<sup>th</sup> day of August, 2014, by and between the Board of Education of the Van Buren Public School District, Belleville, Michigan, hereinafter called the "Employer", and the Van Buren Association of Educational Secretaries, MEA/NEA, hereinafter called the "Association".

**ARTICLE 12  
VACATIONS**

**Section 2 — ~~Cashing in of Vacation~~**

261 day employees may take earned vacation days anytime between July 1 and June 30 and shall have the option of taking pay for any portion of unused vacation time in lieu of time off at the end of the fiscal year. ~~All other employees shall be permitted to exercise on the following options:~~

- ~~A. Receive payment of one half (1/2) of their earned vacation days with the first pay in December and the balance with the last pay in June.~~
- ~~B. Receive payment of all their earned vacation days with the last pay in June.~~

~~For the 2013-14 school year the above vacation elimination will be in effect. Subject to negotiations vacation pay for 10-month employees may be restored for the 2014-15 school year, should the District's financial condition improve.~~

## ARTICLE 17

### Section 5 Section 125 Plan

The District shall provide to bargaining unit members a qualified plan of the Internal Revenue Code that includes the following:

- a. Cash Option Plan
- b. Premium Contribution Plan
- c. Medical Spending Account
- d. Dependent Care Reimbursement

Bargaining unit members electing any of these benefits shall do so through a salary reduction agreement.

All costs relating to the implementation and administration of benefits under this program shall be borne by the employer.

Funds unexpended at the end of each insurance year shall be paid to the Belleville High School Scholarship Fund.

**\$160 employer contribution to a flexible spending account to all VBAES members.**

**Section 2      Salary Schedules 2013-2015**

Salary schedules for the period extending from July 1, 2013 2014, through and including June 30, 2015, for employees in the classifications referenced in Section 1 above shall be as follows:

**2013-2015 Salary Schedule (0% increase)**

	Class I	Class II	Class III	15-Hour Class III
Starting	13.30	12.25	11.35	10.98
1	14.08	12.87	12.03	11.61
2	14.92	13.71	12.87	12.35
3	15.50	14.45	13.56	13.03
4	16.45	15.08	14.24	13.76
5	17.13	15.87	14.92	14.45
6	17.81	16.66	15.71	15.13
7	18.76	17.28	16.50	15.92
8	19.76	18.33	17.39	16.76
9	21.38	19.96	18.91	18.18
10	21.71	20.28	19.18	18.44

**Salary Schedule 2014-15      2% Increase**

	Class I	Class II	Class III	15 20- Hour Class III
Starting	13.57	12.50	11.58	11.20
1	14.36	13.13	12.27	11.84
2	15.22	13.98	13.13	12.60
3	15.81	14.74	13.83	13.29
4	16.78	15.38	14.52	14.04
5	17.47	16.19	15.22	14.74
6	18.17	16.99	16.02	15.43
7	19.14	17.63	16.83	16.24
8	20.16	18.70	17.74	17.10
9	21.81	20.36	19.29	18.54
10	22.14	20.69	19.56	18.81

**ARTICLE 28**  
**DURATION**

This Agreement is made this 7th day of August, 2014, by and between the Van Buren Public Schools and the Van Buren Association of Educational Secretaries, MEA/NEA and shall remain in effect until June 30, 2015.

VAN BUREN ASSOCIATION  
OF EDUCATION SECRETARIES  
MEA/NEA

VAN BUREN PUBLIC SCHOOLS

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