

Contract Negotiations Update

Welcome to the District page, which provides updates on the progress of labor negotiations with the teachers' labor union, the Holly Education Association/MEA. We have a fiduciary and First Amendment-protected duty to be transparent about the District's proposals to the students, parents, taxpayers, and other stakeholders of our District.

Below you will find links to tentative agreements and District proposals. Here, you will find a link to charts explaining the financial increase a teacher will receive over three years with the District's proposal.

- [HASD Proposal Salary Schedule](#)
- [HASD Proposal Salary Schedule with % Increase](#)

The District has honored the HEA's request to maintain a 14 Step Schedule. Included in the proposal is the Top Step (14), which moves from:

- **\$64,775 to \$80,042 on the BA Scale;**
- **\$71,673 to \$82,149 on the BA+18 Scale;**
- **\$80,327 to \$90,311 on the MA Scale;**
- **\$84,037 to \$92,944 on the MA+ Scale.**

You will notice during three years of this contract, a teacher currently on **Step 11 of the BA Scale will receive a pay increase from \$60,150 to \$80,042 (33.0%)**; a teacher currently on MA Scale **Step 6 will receive a pay increase from \$62,269 to \$77,409 (24.32%)**; and a teacher currently on the MA Scale **Step 11 will receive a pay increase from \$76,820 to \$90,311 (17.56%)**.

The District also proposed significant financial increases to Schedule B & C duties as well as increased compensation for teachers who teach an independent study, split classes, and teach a class during their conference period. You can view Schedule B & C proposals through these links.

- [HASD Proposal Schedule B Athletics](#)
- [HASD Proposal Schedule B Co-Curricular](#)
- [HASD Proposal Schedule C](#)

Concerning specific language proposals, the District agreed to collect union dues in [Article II](#); agreed to add compensation for teachers with dual instructional responsibilities during one instructional period in [Article VI](#); proposed a new, robust maternity/paternity benefit in [Article X](#); and proposed to allow couples employed by the District to receive cash-in-lieu of health insurance for one member in [Article XIX](#).

The District agreed to embed the formerly prohibited subjects of teacher placement and layoff/recall in [Article XXIII](#), teacher evaluation in new [Article XXIV](#), and teacher discipline in new [Article XXV](#). Concerning dispute resolution with these topics, state law defines the dispute

resolution system for teacher evaluation disputes ([Revised School Code Section 1249](#)) and teacher discipline (Michigan Teacher Tenure Act). Concerning teacher placement and layoff/recall, the District proposed a mediation administered by the Michigan Employment Relations Commission as the final appeal step. A more detailed explanation of those protections can be accessed in this [informational document](#).

The contract expired June 30, 2025. The teachers will continue to receive pay and benefits pursuant to the terms of the expired contract until a successor agreement is ratified. All working conditions of the expired contract will also continue, except for any dues collection and the arbitration provisions of the grievance procedure. Dues collection and arbitration provisions expired when the contract expired.

The Union has a professional negotiator at the table. It is prudent for the district to retain an attorney to represent its interests at the table while the union employs a professional negotiator.

Listed below are links to each Article with the detailed language. The first box includes each Article in which the District and HEA have agreed upon through the Negotiations process. The second box contains links to the current District proposals for the language that continues to be discussed through the Negotiations process.

Tentative Agreed Articles of the Contract

<ul style="list-style-type: none">• Article II - Association Membership• Article III - Rights and Responsibilities• Article VI - Teaching Hours• Article VII - Teaching Conditions• Article VIII - Professional Qualifications• Article IX - Workers' Comp.	<ul style="list-style-type: none">• Article XI - Unpaid Leaves• Article XII - Personnel File• Article XIII - Teacher Protection• Article XVI - Grievance Procedure• Article XVII - Strike Prohibition• Article XIX - Employee Benefits• Article XXI - Mileage Allowance
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District Current Proposals

<ul style="list-style-type: none">• HASD June 2025 Calendar Proposal• Salary Schedule• Article V – Professional Compensation• Article X – Paid Leaves	<ul style="list-style-type: none">• Article XXVII – Board Rights• Appendix A1 – Teacher Placement, Evaluation, Discipline, and Reduction & Recall
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