



AGREEMENT BETWEEN BLOOMFIELD HILLS BOARD OF EDUCATION  
AND  
BLOOMFIELD HILLS ASSOCIATION OF PARAEDUCATORS (“BHAP”)

The BHAP union represents the paraprofessionals and their current collective bargaining agreement expired on June 30, 2024. The parties have been negotiating for a successor labor agreement since the Spring and reached a tentative agreement on July 23, 2024. The employees ratified the agreement on July 31, 2024.

### **BHAP TENTATIVE AGREEMENT**

The tentative agreement includes the following relevant economic details:

**TERM:** 3 Years from July 1, 2024 through June 30, 2027

#### **Privatization through Attrition of Non-Instructional Job Classification**

- The parties have agreed that the District may privatize through attrition (retirement or resignation) of current non-instructional employees which includes the positions of hall monitors and noon-aides.
- This privatization agreement, over time, will allow for additional flexibility in staffing as well as eventual cost savings to the organization.

#### **Article 22 – Wages**

##### 2024-25

- Moved from a 15-step to a 9-step wage scale for each classification. This will allow a faster escalation of wages for longer-term paraprofessionals.
- Starting and ending wages were raised.
- All media paras were moved to the instructional scale resulting in higher top wage potential.
- All resource room paras were moved to the special education scale resulting in higher top wage potential.

##### 2025-26

- Added 10<sup>th</sup> step to each wage scale with another \$1.00 increase to the schedule.
- Added a \$.15/hr. Increase to instructional and special education wage scale.
- Increased degree pay by \$.15/hr for those holding college degrees.

##### 2026-27

- Added 11<sup>th</sup> step to each wage scale with another \$1.00 increase to the schedule.
- Added a \$.15/hr. increase to instructional and special education wage scales.

The new salary grids for the term of the Agreement will look as follows:

<b>Non-Instructional Wage</b>			
<b>Step</b>	<b>24-25</b>	<b>25-26</b>	<b>26-27</b>
1	13.25	13.25	13.25
2	14.25	14.25	14.25
3	15.25	15.25	15.25
4	16.25	16.25	16.25
5	17.25	17.25	17.25
6	18.25	18.25	18.25
7	19.25	19.25	19.25
8	20.25	20.25	20.25
9	21.25	21.25	21.25
10		22.25	22.25
11			23.25

<b>Instructional Wage</b>			
<b>Step</b>	<b>24-25</b>	<b>25-26</b>	<b>26-27</b>
1	15.50	15.65	15.80
2	16.50	16.65	16.80
3	17.50	17.65	17.80
4	18.50	18.65	18.80
5	19.50	19.65	19.80
6	20.50	20.65	20.80
7	21.50	21.65	21.80
8	22.50	22.65	22.80
9	23.50	23.65	23.80
10		24.65	24.80
11			25.80

<b>Special Education Wage</b>			
<b>Step</b>	<b>24-25</b>	<b>25-26</b>	<b>26-27</b>
1	18.00	18.15	18.30
2	19.00	19.15	19.30
3	20.00	20.15	20.30
4	21.00	21.15	21.30
5	22.00	22.15	22.30
6	23.00	23.15	23.30
7	24.00	24.15	24.30
8	25.00	25.15	25.30
9	26.00	26.15	26.30
10		27.15	27.30
11			28.30

The estimated aggregate cost of the tentative agreement, including FICA and

retirement, over the three-year term of contract is \$749,000. This increased cost does not include savings from bargaining unit member retirements, resignations, or gradual future privatization.

SIGNATURE PAGE ON NEXT PAGE

Association Date of Ratification: July 31, 2024		Board of Education Date of Ratification: August 26, 2024
Jen Vucetich, President		Meagan Hill, President
		Carolyn Noble, Secretary
Scott Warrow, MEA Executive Director		
		Rick West, Superintendent
		Keith McDonald, Assistant Superintendent of Human Resources