

BCESP Bargaining Proposal
May 21, 2014

1. The term of this agreement is for one (1) year. This agreement will be in effect July 1, 2014 through June 30, 2015.
2. The salary schedule will reflect a 0% salary increase with a freeze on steps/longevity as reflected at the end of the 2013-2014 school year.
3. For the 2014-15 school year, the following formula based upon Bay City Public Schools' blended student count when published during the month of May 2015 as stated on the State of Michigan 2014-15 State Aid Financial Status Report as indicated under "State Aid Membership" will be paid, as applicable, in an off-schedule payment to be paid prior to June 30, 2015:

If Student Count as described above equals:	Then, a one-time off-schedule payment will be made as follows:
8149-8175	\$0.00
8176-8199	\$100.00
8200-8249	\$150.00
8250-8299	\$200.00 & 0.50% (of annual hourly wage)
8300-8349	\$250.00 & 0.75% (of annual hourly wage)
8350 & up	\$300.00 & 1.00% (of annual hourly wage)

4. Effective July 1, 2014, the monthly Board paid premium for health insurance shall be 80% of the McLaren "Base Plan" premium cost of the benefit level selected (Full Family, 2 Person, Single Coverage). The monthly member paid premium for health insurance shall be 20% of the "Base Plan" premium cost of the benefit level selected (Full Family, 2 Person, Single Coverage). The "Base Plan" is: \$500/\$1,000 Deductible, 20% Coinsurance Percentage up to a Potential Max Paid Out of Pocket \$2,000/\$4,000; \$40 Office Visit Co-pay, \$50 Urgent Care Co-pay, \$150 ER Co-pay; excluding Chiropractic, Hearing Benefits, and Private Duty Nurses (See attached benefit level description for the Base Plan which will be included in the Appendix of the contract). Included in the "Base Plan" health insurance are prescription benefits that have established co-payment levels of \$10/\$30/\$60 (See attached benefit levels description for prescription coverage in the Appendix of the contract).

Should the member select one of the offered health insurance options other than the "Base Plan" and the option they select is at a higher annual premium cost, the employee is responsible (in addition to their 20% cost outlined above) for 100% of the differential cost between the plan selected and the "Base Plan."

5. The additional fund established to share savings related to an employee's decision to select an annuity payment in lieu of selecting District provided health insurance coverage will be

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re-indexed based upon the current census of June 1, 2014, and an illustrative example shall be attached to the contract.

6. Any savings due to selection of McLaren Health Plan will be shared with the employees as a one-time, off-schedule payment no later than July 31, 2014. The total fixed amount based on current census of 93 employees = \$42,500.
 - a. The distribution of the savings shall be as follows:
 - i. Employees who elect the medical coverage shall receive \$500; and
 - ii. Any remaining cost savings shall be split equally amongst all employees.
7. For the 2014-15 school year, the District will provide a refresher training for this group related to dispensing medication and the new mandate for Epi-Pens (as part of Emergency First-Aid).

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2014-2015

	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
Step 1	\$8.52	\$10.96	\$12.20	\$12.66	\$13.44	\$14.31
Step 2	\$8.87	\$11.73	\$13.00	\$13.45	\$14.20	\$15.51
Step 3	\$9.45	\$12.79	\$14.51	\$14.94	\$16.14	\$16.69
Step 4	\$9.82	\$13.84	\$15.47	\$15.94	\$16.75	\$17.89
Step 5	\$10.14	\$14.72	\$16.40	\$16.85	\$18.01	\$19.05
Step 6	\$10.49	\$14.72				
Step 7	\$10.86	\$14.72				
Step 8	\$10.86	\$15.96				
Step 9	\$10.86					
Step 10	\$13.81					

\$0.10 an hour additional for "Emergency First Aid Training" designation. (classroom buildings only)

\$1.00 an hour additional for Associates Degree in Early Childhood Education (Grade 10 only)

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