

Bay City Public Schools  
and  
BCMPA  
Tentative Agreement  
May 20, 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 hourly wage)
8300-8349	\$250.00 & 0.75% (of hourly wage)
8350 & up	\$300.00 & 1.00% (of 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 "L" 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

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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 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 64 employees = \$34,000.
  - a. The distribution of the savings shall be as follows:
    - i. Employees in a Class 1 position shall receive an equal portion of 40% of the savings;
    - ii. Employees in all other Classifications shall receive an equal portion of the remaining 60% savings calculation.

Example

Savings	Percentage	Distribution Share	Number of Employees	Off-Schedule Payout
\$34,000	40%	\$13,600	23 (Class 1)	\$591.30
\$34,000	60%	\$20,400	41	\$497.56

7. The parties agree to initiate the LMC process no later than June 15, 2014.

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Appendix "A" Salary Schedule

Classification 1	Step	13-14	14-15 0%
Custodian	1	9.31	9.31
	2	9.88	9.88
	3	10.41	10.41
	4	10.95	10.95
	5	11.54	11.54
	6	12.09	12.09
	7	12.65	12.65
	8	13.23	13.23
	9	13.77	13.77
	10	14.33	14.33
	11	14.87	14.87
	12	15.44	15.44
	13	16.01	16.01
<b>Classification 2</b>	<b>Step</b>		<b>0%</b>
Elementary Head Custodian	0	14.05	14.05
Other Building Head Custodian	8	14.63	14.63
	9	15.26	15.26
	10	15.86	15.86
	11	16.43	16.43
	12	17.03	17.03
<b>Classification 3</b>	<b>Step</b>		<b>0%</b>
Warehouse Person	0	14.48	14.48
	8	15.09	15.09
	9	15.70	15.70
	10	16.31	16.31
	11	16.92	16.92
	12	17.58	17.58
<b>Classification 4</b>	<b>Step</b>		<b>0%</b>
2nd Shift Head Custodian	0	15.00	15.00
General Maintenance	8	15.63	15.63
Gen Maintenance/Weekend/Asbestos	9	16.28	16.28
	10	16.91	16.91
	11	17.55	17.55
	12	18.21	18.21
<b>Classification 5</b>	<b>Step</b>		<b>0%</b>
H.S./M.S. Head Custodian	0	16.93	16.93
Building Support Specialist (Year 1)	8	17.81	17.81
	9	18.37	18.37
	10	19.08	19.08
	11	19.80	19.80
	12	20.54	20.54

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Classification 6	Step		0%
District Licensed Master Electrician	0	21.18	21.18
Zone Leader	1	21.29	21.29
Journeyman Carpenter			
Building Support Specialist (Year 2 forward)			
Shift Premium per hour	2nd Shift	0.43	0.43
	3rd Shift	0.53	0.53
Locksmith, District Lead Carpenter		0.32	0.32
Appointed Crew Leader per hour		0.32	0.32
Herbicide Sprayer (Registered Technicians)		0.32	0.32
Split Shift per hour		0.43	0.43
Incentive/In Service Training per hour (per 60 hours - maximum amount for I.T. is 480 hours)		0.16	0.16

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## SICK LEAVE

### Section 10.1

The amount of sick leave accumulated at the rate of eight (8) days per semester shall be unlimited. Accumulated sick leave shall be reported bi-weekly on the payroll stub forms. The balance reported reflects days accumulated through the pay period ending date noted on the payroll stub.

For 2014–2015, Bargaining Unit Members, who do not use more than four (4) days of absence between July 1, 2014, and June 30, 2015, excluding jury duty, approved vacation leave, and absences related to Section 11.3 #1, shall share in an attendance incentive program as follows:

1. Calculate the average number of bargaining unit absences for the most recent three school years, excluding jury duty, approved vacation leave, and absences related to Section 11.3 #1 of this agreement.
2. The three-year average will be established and agreed to by the parties no later than August 1, 2014.
3. Calculate all bargaining unit absences at the end of the 2014-2015 school year, excluding jury duty, approved vacation leave, and absences related to Section 11.3 #1 of this agreement.
4. The parties will review the 2014-2015 calculation no later than August 1, 2015.
5. Subtract the 2014-2015 calculation from the three-year average.
6. If the usage in 2014-2015 results in fewer bargaining unit absences, the attendance incentive will be calculated as follows:
  - a.  $\text{Multiply the number of fewer days} \times \$45.00 \text{ per day} = \text{Incentive Pool}$
  - b.  $\text{Incentive Pool} \div \text{number of eligible Bargaining Unit Members} = \text{Attendance Incentive}$
7. The attendance incentive will be paid in an off-schedule payment no later than August 15, 2015.
8. If the usage in 2014-2015 results in more bargaining unit absences, no attendance incentive will be calculated and shared.

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