

BAY CITY PUBLIC SCHOOLS'  
TENTATIVE AGREEMENT  
BCESP  
June 24, 2015

- The term of the agreement is for one (1) year. This agreement will be in effect until June 30, 2016.
- Beginning July 1, 2015, the District shall contribute 80% of the combined costs for all health insurance programs (all-inclusive costs to the school district including health, dental, ACA fees/taxes (which is already included in McLaren premium), etc.) and all "medical benefit plan" costs within the meaning of Public Act 152 of 2011. The District's all-inclusive (health, dental, ACA fees/taxes (already included in McLaren premium), etc.) contribution shall not exceed 90% of the State statutory cap levels in place pursuant to PA 152. McLaren Base Plan will be maintained with buy-up options available at the employee's cost.
- For the 2015-2016 school year, there shall be a 1% increase on the salary schedule (*attached Appendix A*) beginning December 30, 2015 for 12-month employees and beginning January 18, 2016 for 10-month employees. There shall be no step or longevity increases. There will be a freeze on steps/longevity as reflected at the end of the 2014-15 school year.
- 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, 2015 and an illustrative example shall be attached to the contract.
- Flexible Spending Account (Product Handout previously provided) – open enrollment will occur as soon as practicable after ratification.

Non-Contractual Agreements:

- Agree to work through contract language related to the staffing bid process and Section 20.13 through PRC meetings.
- Negotiations for the 2016-17 contract will begin on or before April 15, 2016.

TA'd  
Shelley  
Duellotto  
6-24-15  
TA'd  
Fin A. Palter  
6/24/15

BCESP DRAFT SALARY SCHEDULE - Updated 6-24-2015

|       |  |      |         |         | 12-mo. 12/30/15    |
|-------|--|------|---------|---------|--------------------|
|       |  |      |         |         | 10-mo. 1/19/16     |
| GRADE | CLASSIFICATION   | STEP | 2014-15 | 2015-16 | 2015-16 (Mid-year) |
| 10    | Educational Assistants,<br>Print Shop Clerk/Copier<br>Operator | 1    | \$8.52  | \$8.52  | \$8.61             |
|       |  | 2    | \$8.87  | \$8.87  | \$8.96             |
|       |  | 3    | \$9.45  | \$9.45  | \$9.54             |
|       |  | 4    | \$9.82  | \$9.82  | \$9.92             |
|       |  | 5    | \$10.14 | \$10.14 | \$10.24            |
|       |  | 6    | \$10.49 | \$10.49 | \$10.59            |
|       |  | 7    | \$10.86 | \$10.86 | \$10.97            |
|       |  | 8    | \$10.86 | \$10.86 | \$10.97            |
|       |  | 9    | \$10.86 | \$10.86 | \$10.97            |
|       |  | 10   | \$13.81 | \$13.81 | \$13.95            |
| 11    | Office Associate   | 1    | \$10.96 | \$10.96 | \$11.07            |
|       |  | 2    | \$11.73 | \$11.73 | \$11.85            |
|       |  | 3    | \$12.79 | \$12.79 | \$12.92            |
|       |  | 4    | \$13.84 | \$13.84 | \$13.98            |
|       |  | 5    | \$14.72 | \$14.72 | \$14.87            |
|       |  | 6    | \$14.72 | \$14.72 | \$14.87            |
|       |  | 7    | \$14.72 | \$14.72 | \$14.87            |
|       |  | 8    | \$15.96 | \$15.96 | \$16.12            |
| 12    | Office Specialist  | 1    | \$12.20 | \$12.20 | \$12.32            |
|       |  | 2    | \$13.00 | \$13.00 | \$13.13            |
|       |  | 3    | \$14.51 | \$14.51 | \$14.66            |
|       |  | 4    | \$15.47 | \$15.47 | \$15.62            |
|       |  | 5    | \$16.40 | \$16.40 | \$16.56            |
| 13    | Administrative Assistant                                       | 1    | \$12.66 | \$12.66 | \$12.79            |
|       |  | 2    | \$13.45 | \$13.45 | \$13.58            |
|       |  | 3    | \$14.94 | \$14.94 | \$15.09            |
|       |  | 4    | \$15.94 | \$15.94 | \$16.10            |
|       |  | 5    | \$16.85 | \$16.85 | \$17.02            |
| 14    | Executive Assistant  | 1    | \$13.44 | \$13.44 | \$13.57            |
|       |  | 2    | \$14.20 | \$14.20 | \$14.34            |
|       |  | 3    | \$16.14 | \$16.14 | \$16.30            |
|       |  | 4    | \$16.75 | \$16.75 | \$16.92            |
|       |  | 5    | \$18.01 | \$18.01 | \$18.19            |
| 15    | Executive Specialist   | 1    | \$14.31 | \$14.31 | \$14.45            |
|       |  | 2    | \$15.51 | \$15.51 | \$15.67            |
|       |  | 3    | \$16.69 | \$16.69 | \$16.86            |
|       |  | 4    | \$17.89 | \$17.89 | \$18.07            |
|       |  | 5    | \$19.05 | \$19.05 | \$19.24            |

*SMO  
6-24-15*