

## TENTATIVE AGREEMENT

April 28, 2009

In a collaborative effort, the following Bargaining Units have entered into a tentative agreement with the Bay City Public School District Board of Education:

BCASA (Administrators)  
BCESP (Office Professionals and Educational Assistants)  
BCPSFSU (Food Service)  
BCPSMPA (Custodial/Maintenance)  
Supervisors Association  
Teamsters (Mechanics)  
USW (Bus Drivers)

The tentative agreement reached is:

1. The term of this agreement is for two (2) years. This agreement will be in effect until August 31, 2011, or the expiration of each unit's contract, whichever is sooner.
2. The parties have agreed to continue health care coverage through a Health Reimbursement Account (HRA) system that is underwritten through Blue Cross Blue Shield Flexible Blue PPO Plan 4 with the following riders: XVA; CI, PCD2, and PD-CM; FB-RM100 and FB-PC500M; FB-OCSM-24; 50%-NP; PD-XED. Benefit levels for Hearing Aid, Dependent Continuation Coverage, and Prescriptions are described and summarized in the Benefit Summary documents. Beginning July 2009, this plan will be provided through a Voluntary Employee Benefit Association (VEBA). During the term of this agreement, the District shall be responsible for the full payment of any insurance premiums (consistent with each current individual bargaining unit's contract) and will also be responsible for applicable plan deductibles for eligible/covered employees regardless of single or full-family status including any and all increases in deductibles.

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*Handwritten initials/signature*

3. The comprehensive and complete plan documents for BCBSM Flexible Blue PPO Plan 4 and the specific riders, including the \$2900/\$5800 plan deductibles, identified above will continue to be incorporated into this agreement and no modifications of any benefit specification detailed in these plan documents may be made without the express written consent of all parties involved subject to the ratification of its members.
4. Beginning with July 1, 2009, the Prescription Co-pay will reflect a zero (\$0) cost to the employee/member.
5. The contract will reflect a one-half (1/2)% salary schedule increase with steps/longevity as provided in each current individual bargaining unit's contract for the 2009-10 and 2010-11 school years respectively.
6. The District has agreed **not** to outsource any work, except as outlined in individual bargaining union contracts, presently being done by the individual bargaining units for the term of this agreement.
7. The parties have agreed to meet quarterly, outside of the workday, to discuss on going budgetary items and receive updates on the insurance plans.
8. The parties agree to create a Health Insurance Study Committee to include a representative/designee from each of the bargaining units and the Union Representatives for said bargaining units. The diverse committee shall study the insurance industry while reviewing different insurance options available. This in-depth study shall provide information to the Big Table as an update prior to the next negotiation session.
9. The costs/savings contained in this agreement have been calculated based upon the membership of all bargaining units participating in this tentative agreement. Therefore, all bargaining units participating must approve this tentative agreement in order for it to become a ratified agreement.

*Handwritten initials:*  
MAY JCA  
ALC

*Handwritten initials:*  
JPI  
Cmyl  
E for  
Smo

This agreement represents the entire agreement between the parties whether written or oral.

Shelly Quillette  
BAY CITY PUBLIC SCHOOLS

Carla Sewcker  
BCASA

Forrest Thompson  
BCESP

Don C. Askelay  
BCPSMPA

Angie L. Currier  
BCPSFSU

Sam Hill  
Supervisors' Association

Edgar J. Lewis  
Teamsters (Mechanics)

Michael A. Flannery  
USW (Bus Drivers)