

TENTATIVE AGREEMENT  
May 22, 2008

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 one (1) year. This agreement will be in effect until August 31, 2009, 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 attached Benefit Summary documents. 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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3. Beginning with July 1, 2008, 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 are hereby 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. The contract will reflect a 2% salary schedule increase with steps/longevity as provided in each current individual bargaining unit's contract.
5. In addition to item four (4) of this agreement, a one-time, off schedule payment of up to 1% percent of salary will be made to employees of these bargaining units after June 1, 2009, and before June 30, 2009, if additional total student foundation grant revenue of up to \$130,000 is generated above the District's budget estimate of 9,100 Blended FTE students x \$7,284 per-student foundation grant. For purposes of this item, both the Blended FTE students and the per-student foundation grant will be from the 2008-09 State Aid Status Report available as of June 1, 2009.
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. The first meeting to be scheduled in October 2008.
8. 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.

KO,

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SMD

DEA

MD

TM  
S.J.

NAD

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

*Shelly Quillette*

BAY CITY PUBLIC SCHOOLS

*J. Mans*

BCASA

*Shari Senkoub*

BCESP

*Don P. Appleby*

BCPSMPA

*Katherine J. Green*

BCPSFSU

*Sam. 26h*

Supervisors' Association

*[Signature]*

Teamsters (Mechanics)

*Michael P. [Signature]*

USW (Bus Drivers)