

TENTATIVE AGREEMENT

April 22, 2005

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

- BCEA (Teachers)
- BCASA (Administrators)
- BCESP (Office Professionals and Educational Assistants)
- BCPSMPA (Custodians)
- USWA (Bus Drivers)
- Food Service
- SEIU 517M (Hall Monitors)
- Supervisors
- Teamster (Mechanics)

The tentative agreement reached is:

1. MESSA Super Care I is maintained at the current levels provided for in each bargaining units' current contract.
2. Each Bargaining Unit will schedule an informational meeting for its membership to be held by December 1, 2005 regarding MESSA Choices II (PPO).
3. Wages: **(Exception SEIU 517M Hall Monitors)**
 - Effective July 1, 2005 all positions/classifications shall maintain the wage rate of the 2004-05 school year. This means all positions/classifications shall remain at the 2004-05 salary schedule including steps and longevity.

Exception Any employee who changes positions/classifications, earns credentials/licensing requirements/CEU's, shall be moved to and paid at the appropriate pay rate as identified in the 2004-05 salary schedules and as current practice in each group.

- Effective January 1, 2006, 12 month employees shall move to their next wage step and longevity and receive a 1% wage increase on the salary schedule. This provision is not retroactive.
- Effective January 19, 2006, all other bargaining unit employees shall move to their next wage step and longevity and receive a 1% increase on their salary schedule. This provision is not retroactive.

4. Effective July 1, 2005, SEIU 517M (Hall Monitors) shall receive a 2% raise on the salary schedule for the 2005-06 school year. In addition, a 7th Step shall be added to the salary schedule at a rate of \$0.52 per hour above Step 6.

[Handwritten signature]
USWA
4-22-05

[Handwritten signature]
4-22-05

[Handwritten signature]
4-22-05

[Handwritten signature]
4-22-05

[Handwritten signature]
4-22-05

[Handwritten signature]
4-22-05

[Handwritten signature]
4-22-05

[Handwritten signature] 4/22/05

[Handwritten signature] 4/22/05
4-22-05

*Change letter:
→ No pay options
3
Lump sum!*

- 5. All bargaining units shall be converted to a bi-weekly pay schedule effective July 1, 2005. Hourly employees will be paid bi-weekly either in a 21 pay or 26 pay schedule depending upon contractual language. Salaried employees will be paid in 26 bi-weekly pays.
- 6. A one-time only retirement/resignation incentive shall be in effect through June 16, 2005.

- Requirements:

- A. A minimum of 30 participants from BCEA and BCASA. Any member who has currently been notified of lay-off is not included in the required minimum of 30. A maximum of \$20,000 payment shall be paid in two equal installments (\$10,000 in January 2006 and \$10,000 in January 2007) into a Paradigm Equity 403B account.

If the minimum of 30 participants is obtained from BCEA and BCASA, then any perspective retirements/resignations from the other groups, BCESP, BCPSMPA, USWA, Food Service, SEIU 517M, Supervisors, or Teamsters, shall be as follows: A maximum of \$10,000 shall be paid in two equal installments (\$5,000 in January 2006 and \$5,000 in January 2007) into a Paradigm Equity 403B account.

- B. An employee must indicate in writing their intention to retire/resign to the Human Resources Department of the Bay City Public Schools by June 16, 2005 no later than 4:30 P.M. The retirement/resignation is irrevocable after June 23, 2005 at 4:30 p.m.

- C. Any employee wishing to resign from the school district must have at least 10 years of service by June 30, 2005 with the Bay City Public Schools.

- D. The incentive is capped at \$50,000, which includes the longevity/severance package contained within the individual bargaining units' contracts.

Ex., an employee who retires with \$48,000 in longevity/severance, would receive an additional \$2,000, bringing the total amount to \$50,000. The additional \$2,000 would be paid in two installments of \$1,000 each into the Paradigm Equity 403B account. The individual's collective bargaining agreement determines the method of payment for the \$48,000 in longevity/severance.

*MCO
4-22-05
USWA
Schmalzberger
T/B
4-22-05*

*W. Phillips
TA 4/22/05*

*Thomas A. Posopok
4-22-05*

*J.
4-22-05*

*D.P.
4-22-05*

7 July 4/22/05

*M
4/22/05
April, 22-05*