

**BIG TABLE GROUP  
PROPOSAL CONSIDERATION FOR TEAMSTERS, STEELWORKERS, BCASA, SUPERVISORS**

This proposal is valid for today, May 29, 2013 only for consideration based upon content and timelines and requires a ratification passing vote of the Teamsters, Steelworkers, BCASA, Supervisors, and either BCESP or BCPSMPA by the end of the day May 31, 2013 (in order to meet Healthplus timelines to cancel benefits beginning July 1, 2013).

1. The term of this agreement is for one (1) year. This agreement will be in effect until June 30, 2014 (BCESP, BCPSFSU, BCPSMPA, SEIU, Teamsters, Supervisors) or August 31, 2014 (BCASA/Bus Drivers).
2. The Salary schedule will reflect a 0% salary increase with a freeze on steps/longevity as reflected at the end of the 2012-13 school year.
3. For the 2013-14 school year only, the following formula based upon Bay City Public Schools' blended student count when published during the month of May 2014 as stated on the State of Michigan 2013-14 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, 2014:

If Student Count As described above equals:	Then, a one-time off-schedule payment will be made as follows:
8100 - 8149	\$ 0
8150 - 8199	\$150.00
8200 - 8249	\$200.00
8250 - 8299	\$250.00
8300 & up	\$300.00

4. The parties have agreed to continue health care coverage through the Commerce Bronze plan, which is the Base Plan, as proposed during negotiations (to include the following changes from the current plan: ER Co-pay from \$250 to \$50; Addition of Chiropractic coverage of 24 visits with \$10 co-pay; Hearing Benefit coverage of \$3,000 every 36 months; and Private Duty Nurses coverage of 20% after deductible). Buy-up plan option (Commerce Gold) remains available. Health Care will be provided by the District at a 80% District Cost and 20% Employee Cost up to a maximum amount as described below:

Full Family: \$15,243.07  
2 Person: \$ 13,166.69  
Single: \$ 5,856.77

*T/A Shelly Ouellette  
5-29-13*

*[Signature]*  
*Michael P. [Signature] 5/29/13*

*Debra Schmitt  
5-29-13  
[Signature]*

(The above change in benefit level and provider is relative to those individuals within each respective bargaining group's contractual provisions)  
Additionally, a one-time Deductible Credit will be applied which will include deductibles paid between January 1, 2013 and June 30, 2013 for each enrolled employee.

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, 2013 and an illustrative example shall be recreated.
6. All staff to be compensated through Direct Deposit and/or Pay Card option.
7. Contract language changes as provided by the District to each bargaining unit related to Union Security Legislation and Dues Payroll Deductions.