

BAYCITY PUBLIC SCHOOLS'
BOARD OF EDUCATION'S PROPOSAL
STEELWORKERS (BUS DRIVERS)
May 29, 2015

The Board of Education reserves the right to make additional proposals, as well as the right to alter or modify any of the proposals contained herein based upon economic necessity, etc.

- The term of this agreement is for two (2) years. This agreement will be in effect until August 31, 2017.
- For the 2015-2016 school year, there shall be a ½% increase on the salary schedule (*attached Schedule A*). For the 2016-2017 school year, there shall be an additional ½% increase (calculated from the 2014-15 base) on the salary schedule (*attached Schedule A*). 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.
- For the 2016-2017 school year, there shall be a wage re-opener.
- For the 2016-2017 school year, for 12-month staff, there will be twenty-seven (27) equal bi-weekly pay periods; however, employee health insurance deductions shall be applied over twenty-six (26) pays.
- 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, vision, life, ACA fees/taxes, etc.) and all "medical benefit plan" costs within the meaning of Public Act 152 of 2011. The District's all-inclusive (health, dental, vision, life, ACA fees/taxes, etc.) contribution shall not exceed 90% of the State statutory cap levels in place pursuant to PA 152. Vendor and benefit levels yet to be determined.
- Flexible Spending Account (*handout of product*)
- 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. Census will be updated for the 2016-17 year using June 1, 2016 census data.
- Remove Bus Aide classification from the contract and recognition clause.
- Change staffing bid to be earlier than current language and more aligned with state provisions: To occur the first Wednesday after the 4th Friday after Labor Day.
- Members will be reimbursed fifty dollars (\$50.00) for CDL renewal once the member provides verification of payment to the District. Members will not be paid for the time spent to attain the CDL license: The following contract language will be removed from Section 11.1: Bus drivers required to take written and/or road tests will be paid up to two (2) hours, but not less than one (1) hour at their hourly rate for such tests taken.
- The parties recognize vacation days are to be utilized on non-student days. Pre-trip time will be included in the bus run time for compensation purposes when members utilize a vacation day. In the event a vacation day is approved on a student day, pre-trip time will not be included in the compensation.

T/A
5-29-15
Shelly
Quattro

5-29-15
Brenda Reinhardt

5-29-15
Brynn
Carrie Richardson
5-29-15

5-29-15
Frank Jones

**BUS DRIVER AGREEMENT
SALARY SCHEDULE DRAFT**

LEVEL	2014-2015	2015-2016	2016-2017
2nd Year Regular Driver	\$13.70	\$13.77	\$13.84
1st Year Regular Driver	\$13.00	\$13.07	\$13.13
Benefit/Guaranteed Substitute Driver	\$11.90	\$11.96	\$12.02
Bus Aides	\$8.15	Removed	Removed