

BAY CITY PUBLIC SCHOOLS'  
TENTATIVE AGREEMENT  
BCESP  
June 24, 2015

- The term of the agreement is for one (1) year. This agreement will be in effect until June 30, 2016.
- 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, ACA fees/taxes (which is already included in McLaren premium), etc.) and all "medical benefit plan" costs within the meaning of Public Act 152 of 2011. The District's all-inclusive (health, dental, ACA fees/taxes (already included in McLaren premium), etc.) contribution shall not exceed 90% of the State statutory cap levels in place pursuant to PA 152. McLaren Base Plan will be maintained with buy-up options available at the employee's cost.
- For the 2015-2016 school year, there shall be a 1% increase on the salary schedule (*attached Appendix A*) beginning December 30, 2015 for 12-month employees and beginning January 18, 2016 for 10-month employees. 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.
- 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.
- Flexible Spending Account (Product Handout previously provided) – open enrollment will occur as soon as practicable after ratification.

Non-Contractual Agreements:

- Agree to work through contract language related to the staffing bid process and Section 20.13 through PRC meetings.
- Negotiations for the 2016-17 contract will begin on or before April 15, 2016.

TA'd  
Shelley  
Duellotto  
6-24-15  
TA'd  
Fin...  
6/24/15

BCESP DRAFT SALARY SCHEDULE - Updated 6-24-2015

					12-mo. 12/30/15
					10-mo. 1/19/16
GRADE	CLASSIFICATION	STEP	2014-15	2015-16	2015-16 (Mid-year)
10	Educational Assistants, Print Shop Clerk/Copier Operator	1	\$8.52	\$8.52	\$8.61
		2	\$8.87	\$8.87	\$8.96
		3	\$9.45	\$9.45	\$9.54
		4	\$9.82	\$9.82	\$9.92
		5	\$10.14	\$10.14	\$10.24
		6	\$10.49	\$10.49	\$10.59
		7	\$10.86	\$10.86	\$10.97
		8	\$10.86	\$10.86	\$10.97
		9	\$10.86	\$10.86	\$10.97
		10	\$13.81	\$13.81	\$13.95
11	Office Associate	1	\$10.96	\$10.96	\$11.07
		2	\$11.73	\$11.73	\$11.85
		3	\$12.79	\$12.79	\$12.92
		4	\$13.84	\$13.84	\$13.98
		5	\$14.72	\$14.72	\$14.87
		6	\$14.72	\$14.72	\$14.87
		7	\$14.72	\$14.72	\$14.87
		8	\$15.96	\$15.96	\$16.12
12	Office Specialist	1	\$12.20	\$12.20	\$12.32
		2	\$13.00	\$13.00	\$13.13
		3	\$14.51	\$14.51	\$14.66
		4	\$15.47	\$15.47	\$15.62
		5	\$16.40	\$16.40	\$16.56
13	Administrative Assistant	1	\$12.66	\$12.66	\$12.79
		2	\$13.45	\$13.45	\$13.58
		3	\$14.94	\$14.94	\$15.09
		4	\$15.94	\$15.94	\$16.10
		5	\$16.85	\$16.85	\$17.02
14	Executive Assistant	1	\$13.44	\$13.44	\$13.57
		2	\$14.20	\$14.20	\$14.34
		3	\$16.14	\$16.14	\$16.30
		4	\$16.75	\$16.75	\$16.92
		5	\$18.01	\$18.01	\$18.19
15	Executive Specialist	1	\$14.31	\$14.31	\$14.45
		2	\$15.51	\$15.51	\$15.67
		3	\$16.69	\$16.69	\$16.86
		4	\$17.89	\$17.89	\$18.07
		5	\$19.05	\$19.05	\$19.24

*SMO  
6-24-15*