

FS Supervisors Negotiations

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The Board of Education reserves the right to make additional adjustments, as well as the right to alter or modify any of the proposals contained herein, based upon economic necessity, direction from Treasury, or any other material changed circumstances.

Master Change: Change any reference to "Director of Personnel" to "Director of Human Resources"

Section 1.04

For purposes of this agreement, Supervisors included in this contract include, but are not limited to, the following: ~~Supervisor of Maintenance/Warehouse, Supervisor of Maintenance/Custodial Services, Supervisor of Maintenance/Technical Support Services, Supervisor of Maintenance/Asbestos and Special Projects, Supervisor of Maintenance/Grounds and Custodial Services, Supervisor of Intermediate Attendance, Food Service Managers and the District Volunteer Coordinator.~~ Other supervisory positions will be included in the Association provided such positions are deemed to be essentially in the normal categories included herein by the parties hereto.

Section 1.05

Excluded from this classification are those ~~certified employees covered under a different collective bargaining agreements, the Director of Nutrition Services, the Director of Facilities/Maintenance & Transportation, Director of Finance, Business Manager, Director of Human Resources, Human Resources Manager, Director of Curriculum, Director of Student Services and other positions considered to be classified as "Central Office" roles, serving as student instructors, counselors or administrators who are members of the Bay City Public Schools Administrative Association, Bay City Education Association, or other similar organizations.~~

Section 2.03

The District may allow up to ~~twenty one (21)~~ fifteen (15) days in each calendar year, upon the prior approval of the Director of Personnel & Employee Relations and subject to scheduling and budgeting allowance, for the express purpose of improving the Supervisors' specific job skills through professional development. Additional days may be granted at the discretion of the Director of Personnel & Employee Relations.

Unit members are encouraged to share with the Director of Personnel & Employee Relations the known dates and costs of programs which might be considered for member participation.

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Section 3.02

An emergency manager appointed under the Local Government and School District Fiscal Accountability Act is authorized to reject, modify, or terminate this Agreement as provided in the Local Government and School District Fiscal Accountability Act.

~~This clause is included in this agreement because it is legally required by state law. It is noted the union does not agree or acknowledge this provision as binding and reserves all rights to assert this clause as unenforceable.~~

Section 4.01

The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, gender, or membership in, or association with, the activities of any employee organization, or any other protected status as determined by Federal or State law. The Board and the Association pledge themselves to seek to provide the supportive services to extend the advantages of public education to every student without regard to race, creed, religion, color, age, gender, marital status, national origin, height, weight, physical or mental handicap, or other protected status as determined by Federal or State law.

Section 4.04

~~The Association shall be informed of any new or modified fiscal, budgetary or tax programs, construction programs or major revisions in supportive services policies affecting the Association, which are proposed, and the Association shall be given the opportunity to provide input with respect to said matters prior to their adoption and/or general publication.~~

Section 6.04

If the Board determines that it shall not continue to employ a Supervisor in his/her position as Supervisor, the Board shall give written notice to the individual and the Association of such determination and shall provide, in writing, within seven (7) calendar days of the notice, the basis for its determination. In the event that such determination is based upon unacceptable performance of the individual Supervisor, such determination shall be based solely upon performance following previous evaluations. The parties acknowledge that reductions in the supervisory staff may be the result of, or due to, a decline in the overall fiscal standing of the District. In those instances, such reductions shall not be tied to an individuals performance other than as contained in the criteria stated in Article XII.

Each Supervisor shall have the right, upon request, to review the contents of his/her own personnel file. A representative of the Association may, at the Supervisor's request, accompany the Supervisor in conducting such a review. The review will be made in the

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presence of the Director of Personnel & Employee Relations or his/her designee. The Supervisor may challenge any materials in the file and if the accuracy or completeness of the file is contested by the Supervisor, he/she may provide a written statement and any other relevant material and ask that these be added to his/her personnel file. ~~Any materials added to the personnel file shall be signed and dated by the Supervisor.~~

Section 7.05

LEVEL ONE: An informal settlement between the aggrieved Supervisor and his/her immediate Supervisor, or designated representative of the Board if his/her Supervisor is a member of the Association, shall be attempted.

LEVEL TWO: A Supervisor with a grievance, with or without the chairperson of the professional grievance committee or its designee, shall present the appeal in writing to his/her immediate Supervisor, or a designated representative of the Board if his/her Supervisor is a member of the Association, within twenty (20) calendar days, of the occurrence of the knowledge of the event upon which the grievance is based.

LEVEL THREE: (a) In the event that the grievance shall not have been disposed of to the satisfaction of the aggrieved employee at Level Two, or in the event that no decision has been reached within ten (10) calendar days of filing an appeal at Level Two, it shall be referred to the Director of Personnel & Employee Relations.

(b) The Director of Personnel & Employee Relations or his/her designee shall represent the Board at this level of the grievance procedure. Within fifteen (15) calendar days after the receipt of the written grievance by the Director of Personnel & Employee Relations, he/she shall meet with the aggrieved employee and the designated representative of the Association in an effort to settle the grievance.

LEVEL FOUR: In the event that the grievance shall not have been satisfactorily disposed of at Level Three, or in the event that no decision has been rendered within fifteen (15) calendar days after the Level Three meeting, the Association may within fifteen (15) calendar days, refer the unsettled grievance to arbitration. The arbitrator shall be selected by an agreement between both parties. If the parties are unable to agree upon an arbitrator, the selection shall be made by the American Arbitration Association, in accordance with its Rules and Regulations. The Board and the Association shall not be permitted to assert, in such arbitration proceedings, any grounds, or to rely on any evidence not previously disclosed to the other party as part of or during the proceedings at Levels One, Two, or Three. The arbitrator shall be without power or authority to make any decision prohibited by law, or to add to, alter or modify this Agreement. The decision of the arbitrator shall be in writing and shall set forth his/her findings of fact, reasoning, and conclusions of the issues submitted. The decision shall be final and binding on both

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parties and shall comply with the Michigan Uniform Arbitration Act, PA 71 of 2012.. The costs of the services of the arbitrator shall be borne by both parties equally.

ARTICLE VIII

WORK YEAR - HOLIDAYS AND VACATION DAYS

All Supervisors shall be twelve (12) month employees unless a shorter work period is defined in the individual Supervisor's job description. The term of each employment year shall be July 1 through June 30.

Section 8.01 Holidays - Legal

July 4th

Thanksgiving Day

Friday after Thanksgiving Day

Christmas Day (December 25th) and:

December 24th, if Christmas is on Tuesday

December 26th, if Christmas is on Thursday

December 24th, if Christmas is on Saturday

(in lieu of Christmas Day)

December 26th, if Christmas is on Sunday

(in lieu of Christmas Day)

New Year's Day (January 1st) and:

December 31st, if New Year's Day is on Tuesday

January 2nd, if New Year's Day is on Thursday

December 31st, if New Year's is on Saturday

(in lieu of New Year's Day)

January 2nd, if New Year's is on Sunday

(in lieu of New Year's Day)

Good Friday

Memorial Day

Labor Day

The Christmas and New Year's holiday break for twelve (12) month Supervisors and the District Volunteer Coordinator will be the same schedule as the custodians.

Section 8.04 Vacation Scheduling

Each Supervisor shall be entitled to schedule and take his/her earned vacation allotment during the year in which said days are granted. Supervisors working less than 52 weeks, other than the District Volunteer Coordinator, shall take vacation days when students are not in session. The remaining vacation days must be taken with the permission of their Immediate Supervisor.

Vacation days may not be carried over to another year unless written permission is granted by the Director of Personnel & Employee Relations. The decision by the Director

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of Personnel & Employee Relations is final and not subject to the appeal procedure. No more than one (1) year may be carried over under any circumstances. ~~Members may request to move up to five (5) unused vacation days into their personal sick leave account on an annual basis. Such request shall be made to the Director of Personnel & Employee Relations.~~

Section 9.03 Mileage

Upon presentation of proper documentation by the Supervisor to his/her Immediate Supervisor, approved school related mileage expenses shall be reimbursed at the rate established by the Board, ~~but shall not be less than twenty-six (26) cents per mile.~~

Section 9.04 Apparel

~~The parties acknowledge that, as part of their day-to-day duties, the Association members in the Maintenance Department are called upon to perform duties outdoors and exposed to the elements. As it is often necessary that, in the most severe of weather the Supervisors must be outdoors to effectively oversee the work being undertaken, the Board shall provide appropriate clothing and outerwear to protect employees from the elements. Such items of clothing shall be provided at such times and in such manner and style as the Director of Maintenance determines to be appropriate given the nature of the position held by the Supervisor.~~

Section 9.05 Tuition

Tuition for college coursework, undergraduate and/or graduate, shall be paid for by the Board for up to a maximum of six (6) credit hours per contract year for members of the Association upon proof of registration. An additional three (3) college credit hours per year may be granted by the Superintendent.

Prior approval of coursework shall be required through the office of the Director of Personnel & Employee Relations and shall be related to the employee's position and duties. Courses shall be taken beyond the "normal" workday. Exceptions to this may be appealed to the Director of Personnel & Employee Relations. Decisions of the Director of Personnel & Employee Relations shall be final.

Tuition costs will be reimbursed to the Association member and may be prepaid by the Board. Documentation of satisfactory completion of the course (a grade of "C" or higher) will be required of the employee or money paid to the Association member shall be reimbursed to the District.

If an employee is interested in out-of-state tuition, up to a maximum of \$100 per credit hour shall be allowed for the employee with a limit of six (6) credit hours per contract year.

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The cost of class required textbooks shall be reimbursed by the District. Receipts shall be turned in to the Director of Personnel & Employee Relations prior to reimbursement. Reimbursement for required textbooks shall be subject to the requirement of successful completion of the related course as stated above.

Supplemental textbooks, materials, mileage, and incidental costs are the responsibility of the employee, and shall not be reimbursed by the District.

Section 9.06 Longevity

Longevity shall be frozen at the current levels for the duration of this Agreement. Bargaining unit members hired after July 1, 2019 shall not be eligible for this provision.

A longevity payment shall be paid for years of service in the Bay City School District according to the following schedule:

On the 10th, 11th, 12th, 13th and
14th year of service 1% of unit member's current step and
level per Appendix A.

On the 15th, 16th, 17th, 18th and
19th year of service 2% of unit member's current step and
level per Appendix A.

On the 20th, 21st, 22nd, 23rd, and
24th year of service 3% of unit member's current step
and level per Appendix A.

On the 25th, 26th, 27th, 28th, and
29th year of service and thereafter.....4% of unit member's current step and
level per Appendix A.

These years shall be determined by the following method:

1) A Unit member hired during the first half of the school fiscal year, July through December 31, shall have a longevity date as of July 1 of the fiscal year. A Unit member hired during the last half of the school fiscal year, January 1 through June 30, shall have a longevity date of July 1 of the following fiscal year.

2) To find the tenth, fifteenth, twentieth, or twenty-fifth year of service, add nine, fourteen, nineteen or twenty-four to the longevity date year. July 1st of that year will be the date when the 1%, 2%, 3%, or 4% longevity begins as per example.

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EXAMPLE:

Longevity	July 1, 1960	July 1, 1960	July 1, 1960	July 1, 1960
Add	<u>9</u>	<u>14</u>	<u>19</u>	<u>24</u>

1%, 2%, 3% or 4%

longevity begins July 1, 1969 July 1, 1974 July 1, 1979 July 1, 1984

Section 10.01 Severance Pay

Bargaining unit members hired after July 1, 2019 shall not be eligible for this provision.

At any time a Supervisor having fifteen (15) or more years of service to the District shall leave the employ of the District for reasons other than retirement under Section 10.02, he/she shall receive severance pay of two hundred dollars (\$200) for each year of service but not to exceed six thousand dollars (\$6,000), plus severance pay prorated at current salary for every day of accumulated sick leave over forty (40) days but not to exceed four thousand five hundred (\$4,500) dollars. In the event of the death of a Supervisor, the designated beneficiary(ies) of said Supervisor shall receive all severance pay due said Supervisor.

Section 10.03 (Amended 8-2-10)

Bargaining unit members hired after July 1, 2019 shall not be eligible for this provision.

Bargaining unit members hired prior to July 1, 2019 whose sick balance exceeded 150 days as of July 1, 2019 will have their sick balance capped at that level for the duration of their employment in this bargaining unit.

An employee who has at least fifteen (15) years of Bay City Public Schools service and who retires under MPSERS shall receive a severance benefit in accordance with the following terms and conditions:

- For each accumulated unused sick leave day up to a maximum of 96 days, the employee shall receive an amount based upon the employee's base rate of pay (less longevity, current improvement, etc.) at the time of retirement.
- For each accumulated unused sick leave day above 96 days and up to 150 days, the employee shall receive an amount based upon one-half (1/2) the employee's base rate of pay (less longevity, current improvement, etc.) at the time of retirement.

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- ~~The total severance amount may be used to purchase service credit under the guidelines and conditions as established by the Michigan Public Schools Employees Retirement System (MPERS).~~

Section 10.04

~~An employee may only be charged a maximum of ninety-six (96) days of sick leave for serious illness or illnesses during the last five years prior to leaving the District. A serious illness is defined as any illness in excess of ten (10) consecutive sick leave days. (Documentation by a physician is required.) For purposes of calculating severance pay only days used beyond the ninety-sixth (96th) day shall be added back into the final calculation.~~

ILLUSTRATIVE MODEL:

1999-00	Used a block of 25 consecutive days	25
2000-01	Used 15 non-consecutive days	0
2001-02	Used two blocks of 15 and 25 consecutive days respectively	40
2002-03	Used 96 days including a block of 15 consecutive days	45
2003-04	Used 3 days consecutively, 1 non-consecutive	0
		110
		140
		30 days + 110 days

~~Fourteen (14) days would be included in the severance pay final calculation.~~

~~(Total sick days for serious illness used in a block during the last five (5) years of employment - maximum cap on amount (96 days) = Number of sick days to be added back for severance calculation)~~

Section 12.01 Determination Factors

If the Board determines that it is necessary to reduce the number of Supervisors, the Board shall confer with the Association regarding the necessity and feasibility of the reduction and shall present the reasons underlying the decision.

Once the need for reduction of Supervisory force is established, the Board and the Association shall develop an equitable and feasible procedure of lay-off and recall.

The following factors, weighted by priority as to their order of listing, shall be used to determine Supervisor/s to be laid off shall be:

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- 1) Recommendation of the Director of Maintenance— Nutrition Services or Superintendent's designee
- 2) Evaluation records
- 3) Qualifications regarding current position
- 4) Total experience as a Supervisor with the Bay City Public Schools
- 5) Total experience as an employee of the Bay City Public Schools

Any lay-offs shall be equivalent to the total number of supervisory positions being reduced. A Supervisor scheduled to be laid off must be notified, in writing, by the Board at least ninety (90) calendar days prior to the lay-off date.

Section 13.02 Rate of Accumulation (Amended 5/21/19)

Sick leave accumulates at the rate of six (6) days per semester and shall be ~~unlimited in~~ limited to 150 days of total accumulation. Accumulated sick leave shall be reported monthly on the payroll forms and a record of total days available will be available in the office of the Immediate Superior.

Bargaining unit members hired prior to July 1, 2019 whose sick balance exceeded 150 days as of July 1, 2019 will have their sick balance capped at that level for the duration of their employment in this bargaining unit.

NEW Section 13.05

In accordance with the Michigan Paid Medical Leave Act ("PMLA"), MCL 408.961 et seq., an eligible non-exempt (hourly) employee may use paid sick or vacation leave for any of the following for the employee or family member:

1. Mental or physical illness, injury or health condition, including related medical diagnosis, care, treatment, or preventative medical care.
2. For a victim of domestic violence or sexual assault, any related medical care or counseling, victim services or legal services, judicial proceedings, or relocation.
3. For closure of the employee's primary workplace by order of a public official; for an employee's need to care for a child whose school or place of care has been closed by order of a public official; or a determination by heal authorities that the

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presence of the employee or family member in the community would jeopardize the health of others due to exposure to a communicable disease.

A family member includes a child, parent, spouse, grandparent, grandchild, or sibling as defined by the PMLA. This provision shall be interpreted and applied consistent with the PMLA, and shall not provide greater benefits than that allowed by the statute.

Section 14.01 Purpose

Any employee whose personal illness or disability extends beyond the period compensated shall be granted a leave of absence without pay or benefits for such additional time as may be necessary for complete recovery from such illness. Leave of absence without pay shall not exceed one (1) year ~~two (2) years~~. Upon return from leave, the employee shall be assigned to the same position, if available, or substantially equivalent position.

Section 14.03 Criteria- "Non-Chargeable"

Leaves of absence with pay not chargeable against sick leave allowance shall be granted for the following reasons:

1) A maximum of three (3) days for a death in the immediate family; spouse, father, mother, father-in-law, mother-in-law, brother, sister, and children. Additional time may be granted at the discretion of the Director of Personnel & Employee Relations.

2) One (1) day for the attendance at the funeral service of person whose relationship to the employee warrants such attendance. ~~Additional time may be granted at the discretion of the Director of Human Resources.~~ Such relationship must be communicated in writing prior to such leave, and approval may be granted at the discretion of the Director of ~~Human Resources~~ Personnel & Employee Relations.

3) Absence when called for jury service.

4) Court appearance as a witness in any case connected with the Supervisor's employment of the school or whenever the Supervisor is subpoenaed to attend any proceeding.

~~5) One (1) day to take the selective service physical examination.~~

Section 14.04 Child Rearing Leave

In conjunction with the Family and Medical Leave Act, and not in addition thereto, a child rearing leave of a maximum of ~~one (1) year~~ six (6) months shall be granted without pay or benefits. Extensions may be granted for ~~one (1) year~~ six (6) months upon application, in writing, ninety (90) calendar days prior to the end of the leave. An employee having

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been duly granted a child rearing leave must apply for re-employment a minimum of ninety (90) calendar days prior to the time employment is desired.

An employee adopting a child may receive similar leave which shall commence upon entry of an order terminating the rights of the natural parents by the Probate Court.

Section 14.05 Peace Corps

~~Leave of absence shall be granted up to two (2) years to any employee who enlists in the Peace Corps as a full-time participant. Such employee shall be restored to employment with the District and shall be given the benefits of any increments which would have been credited to him/her had he/she remained in active service with the school system; provided, however, that such Supervisor shall make application for re-employment within the ninety (90) calendar days after discharge from the Peace Corps.~~

Section 14.06 Military

~~Military leaves of absence shall be granted to any employee who shall be inducted or shall enlist drafted for military duty to any branch of the Armed Forces of the United States until expiration of the first enlistment of the duration of the national emergency. Such employee shall be restored to employment with the District and shall be given the benefit of any increments; provided however, that such Supervisor shall make application for such re-employment within ninety (90) calendar days after discharge from the Armed Forces and provided further, that such employee reports for his/her assignment immediately following such application. Military leave of absence shall also be granted for National Guard or Reserve duty and shall be honored in accordance with USERRA.~~

Section 14.07 Public Office

~~An employee elected or selected for full-time public office which takes him/her from his/her duties with the school system shall, upon written request, receive a leave of absence without pay or benefits for the term of such office or two (2) years, whichever is less. Unless such employee returns within the time limit hereinbefore specified, such leave of absence shall terminate unless it has been renewed for a specific period with the approval of the Director of Personnel & Employee Relations.~~

ARTICLE XV - INSURANCE PROTECTION (Added 5/21/19)

Section 15.025 Insurance Benefits

For the term of this Agreement, the Board shall provide complete health care protection on a full twelve (12) month basis with either a single, two-person, or full family benefit status as selected by the employee during the open enrollment period. Upon proper application and acceptance for enrollment by the appropriate insurance underwriter,

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policyholder and/or third party administrator, the Board shall make premium payments on behalf of the Employee and his/her eligible dependents for the following insurance program to include medical, dental, vision and hospitalization insurance for a full twelve (12) month period:

The District will contribute 90% of the hard cap limits (through PA 152) for Medical, Dental, and Vision Plans, and maintain the medical benefit plan coverage year at July 1 to June 30. The bargaining unit may select other products annually for the duration of this contract.

The annual Employer paid amounts shall adjust at the beginning of each plan year (July 1 through June 30), at 90% of the maximum State Hard Cap permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act (PA 152).

~~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.~~

Section 15.03 Health Care

The School District shall provide complete health care protection on a full twelve (12) month basis with either single, two-person, or full family benefit status as selected by the employee during the open enrollment period. Parties have agreed to offer multiple health care coverage options provided in the attached level of benefits. The plan year is July 1st through June 30th.

For the 2019/2020 medical benefit plan coverage year, employees shall have the following BCBS medical plans available:

- BCBS Option 1 - \$250/\$500, 20% co-insurance, \$20 OV/\$60 UC/\$150 ER, with Chiro, 5-tier Rx.
- BCBS Option 2 - \$500/\$1,000, 20% co-insurance, \$20 OV/\$60 UC/\$150 ER, with Chiro, 5-tier Rx.
- BCBS Option 3 - \$500/\$1,000, 20% co-insurance, \$30 OV/\$60 UC/\$150 ER, with Chiro, 5-tier Rx.

~~The following "Base Plan" level of co-pays, deductibles and level of Co-insurance are a 100% expense of the employee. The "Base Plan" (OPT 3) is \$1000/\$2000 Deductible, 20% Coinsurance Percentage up to a potential Max Paid Out of Pocket \$3500/\$7000.~~

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~~\$20/\$50 Office Visit Co-pay, \$80 Urgent Care Co-pay, \$150 ER Co-pay (See attached benefit level description for the Base Plan (OPT 3) attached to this contract). Included in the "Base Plan" health insurance are prescription benefits that have established co-payment levels of \$15/\$50 which are the responsibility at 100% paid by the employee based on the prescription category (See attached benefit levels description for prescription coverage).~~

Should the employee select one of the offered health insurance options other than the "Base Plan" and the option they select is at a higher annual premium cost, the employee is responsible (in addition to their cost outlined above) for 100% of the differential cost between the plan selected and the "Base Plan". Under all health insurance options offered by the Board, all co-pays, levels of deductibles and levels of co-insurance are the responsibility of the employee.

Bi-weekly payments for the employee's portion of insurance benefits costs shall be made through a Section 125 payroll deduction (pre-tax benefit) as established by the District and as allowable based on available compensation level. If the employee elects not to select the payroll deduction via a Section 125 (pre-tax benefit) plan, an election form to deduct on a post-tax basis must be signed by the employee. If the employee's required contribution to pay premiums for the insurance option selected is increased or decreased during the plan year, the payroll deduction will automatically be adjusted to reflect the increase or decrease. The Board shall have the right to recover any unpaid premiums by the employee (in addition to any other remedies provided by law) by deducting the premium amount in arrears from any wages remaining to be paid to the employee. If remedies described above are not available, the District reserves the right to terminate healthcare coverage of the employee who is unable to make their portion of the premium current.

There will be no double insurance coverage allowed. Whenever the employee's spouse and family are covered by a fully-paid hospitalization insurance, this section is void.

In Lieu of Health – Bargaining unit members who qualify for health insurance coverage and who choose not to be provided with such coverage shall receive a cash option payment of \$100.00 per month or \$100.00 per month under Section 125 of the Internal Revenue Code (403b annuity plan currently payroll deducted by the Board). In addition a fund will be established to share savings related to an employee's decision to select an annuity payment in lieu of selecting District provided health insurance coverage.

An amount equal to 40% of the District's portion of the health insurance premium relinquished by the employee will be added to a fund for any individual that selects the annuity option over the number of individuals (based upon the current census of June 1, 2015 that had selected the annuity option for the 2015-16 year and based upon the current census of June 1, 2016 for the 2016-17 year. (See attached illustrated example)

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Furthermore, the level of health insurance premium used for the calculation will be based on the employee's previous choice of coverage prior to selecting the annuity option, single coverage, two person coverage or full family coverage as defined in the "Base Plan".

Payment of any savings over the fixed monthly annuity payment of \$100 dollars per month will be paid in a lump sum amount no later than June 30th of the fiscal year in which the annuity option was selected in a separate check. The member may choose a cash option payment or a 403b annuity governed by Section 125 of the Internal Revenue Code.

If an employee selects the annuity option or requests a change in coverage at a time other than open enrollment, the amount added to the annuity fund will be adjusted to reflect this change.

In the event an individual who has a spouse employed by the District (and who is currently primary insurance holder) moves from the primary insurance holder to the annuity option, this individual will not be included in the annuity savings calculation.

The member will need to complete a declination form when making a decision not selecting insurance coverage.

Section 16.01 Appointment to Supervisory Position

The Board and the Association agree that all Supervisory positions as defined in Article I, Section 1.04 of this Agreement shall be staffed by competent and qualified personnel.

In staffing available supervisory positions, qualified and competent applicants shall be given preference in the following order:

- 1) Members of the Supervisor's Association
- 2) Other employees of the Bay City Public Schools
- 3) Persons not employed by the Bay City Public Schools.

Criteria used when considering Association members for other positions shall be:

- 1) Recommendation of the Director of ~~Maintenance~~ Nutrition Services or Superintendent's designee
- 2) Evaluation records
- 3) Qualifications regarding current position
- 4) Total experience as a Supervisor with the Bay City Public Schools

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5) Total experience as an employee of the Bay City Public Schools

Section 16.02 17.01 Availability

(Incorporate into Article 16 instead of a separate article.)

A Job Description for each Supervisory position will be available in the office of the Director of Personnel & Employee Relations.

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APPENDIX "A"												
Supervisor Salary Schedule 2018-2019-2020												
0% on 4/7/18/19												
LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
A	\$30,680	\$32,481	\$34,301	\$36,074	\$37,872	\$41,463	\$43,258	\$46,852	\$48,651	\$51,076	\$53,622	\$57,938
B	\$28,687	\$30,655	\$32,444	\$34,246	\$36,074	\$37,925	\$41,581	\$43,418	\$44,810	\$46,204	\$48,609	\$51,198
C-44	\$26,296	\$27,095	\$27,894	\$28,693	\$29,492	\$30,291	\$31,090	\$31,889	\$32,688	\$33,487	\$34,286	\$35,085
D-52	\$18,697	\$20,626	\$22,555	\$24,484	\$26,413	\$28,342	\$30,271	\$32,200	\$34,129	\$36,058	\$37,987	\$41,846
D-44	\$16,795	\$17,665	\$18,535	\$19,405	\$20,275	\$21,145	\$22,015	\$22,885	\$23,755	\$24,625	\$25,495	\$26,365
D-42	\$15,047	\$16,798	\$18,549	\$20,300	\$22,051	\$23,802	\$25,553	\$27,304	\$29,055	\$30,806	\$32,557	\$35,237
D-40	\$14,337	\$16,006	\$17,675	\$19,344	\$21,013	\$22,682	\$24,351	\$26,020	\$27,689	\$29,358	\$31,027	\$32,797
-												
A = Maintenance Supervisors												
C = District Volunteer Coordinator (44 weeks)												
D = Supervisor of Intermediate Automobile (44 weeks)												
D = Food Service Managers												

Intent: Adjust schedule to be more competitive with wages. Eliminate levels and have only one step scale that is current "Level A".

TA 5/28/19
JB

FS Supervisors Negotiations

May 21, 2019

2:30 PM

Global Proposal #2

Duration: Three Years

2019/2020: Placement of current staff on a Step in Level A, Longevity frozen

- Gaye Coppinger:
 - Current Step: D-42, Step 10: \$30,546
 - 19/20 Step: A, Step 4: \$36,074
- Linda Holmes:
 - Current Step: D-42, Step 12: \$35,237
 - 19/20 Step: A, Step 6: \$41,463
- Courtney Sage:
 - Current Step: D-42, Step 8: \$27,101
 - 19/20 Step: A, Step 2: 32,481

2020/2021: Each member shall advance one step on the salary schedule, longevity frozen

2021/2022: Each member shall advance one step on the salary schedule, longevity frozen

TA 5/28/19
JG