

# Agreement

2010-2011 & 2011-2012

Board of Education of the School District of the City of Battle Creek

And the

Battle Creek Paraprofessional Association, MEA/NEA

The Board of Education of the School District of the City of Battle Creek and the Battle Creek Paraprofessional Association, MEA/ NEA reached an agreement on September 19, 2011. The following terms have been tentatively agreed upon by all parties:

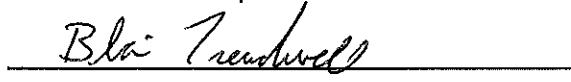
1. For the 2011-2012 school year, all members will receive a 1.3% off-schedule payment. This payment will be made in two lump sums, one on the December 16, 2011 paycheck and a second on the June 29, 2012 paycheck.
2. There will be no step increase advancement for the 2011-2012 school year.
3. All members will receive an additional 0.2% off-schedule lump sum payment if the audited fall student enrollment decreases by 251-275 student full time equivalents (FTE) or a 0.3% off-schedule payment if the audited fall student enrollment decreases by 250 student FTE's or less. The decrease will be determined by comparing the audited student count from February, 2011 to the audited student count from October, 2011.
4. The District agrees to pay 80% of the premium cost for MESSA Choices II for all eligible members. The plan will include a \$200/\$400 in-network deductible; \$20/\$25/\$50 co-pay for office/urgent care/emergency room visits; \$10/\$20 prescription drug co-pay.
5. Premium contributions made by members will be made by demographic selection (single subscriber, two-person, full family).
6. Effective on the date of ratification by both parties, newly hired paraprofessionals employed less than full-time will be required to pay a percentage proration of their health care premium based on their hours worked. Full-time is defined as 35 hours or more per week. All current employees hired prior to August 11, 2011 are not subject to this proration.

School District of the City of Battle Creek:



Dated: 9-20-11

Battle Creek Paraprofessional Association:



Dated: 9-20-11