

# Addendum to the 2014-16 BESPMA Master Agreement

## Article 18 Insurance

- A. The Employer's obligation under this Article is to remit premium payments on behalf of eligible and enrolled bargaining unit members for the plans specified. Disputes over coverage and claims shall be solely between the bargaining unit member and the insurance carrier, non-profit health care corporation, as is applicable.
- B. 1. Except as provided in Appendix C, each employee who works at least forty (40) hours per week and his/her eligible dependents shall be eligible for Board paid Plan A or Plan B. It is expressly understood that dual enrollment in hospitalization insurance, whether internal or external to the District, of an employee or eligible dependent is prohibited. Where the employee is enrolled in another hospitalization insurance plan through his/her spouse, the enrollment in insurance benefits for the employee is limited to Plan B.

2. a. Plan A

MESSA PAK A ABC Plan 1 (\$1,300/\$2,600) with MESSA ABC RX plan.

To comply with PA 152, beginning in January 2016, the district will deposit the annual deductible into an HSA account in two semi-annual installments payable in January and July of each year.

Dental 80%/80%/80% Class I, II and III, \$1,000 annual maximum; 80% Class IV, \$1,300 lifetime maximum; Riders for two cleaning and Adult Ortho included.

Vision

Life Insurance \$10,000 w/AD & D

Effective July 1, 2014, the Board's maximum monthly contribution toward the hospitalization plan will be based upon the following annual costs:

Full Family (Member plus two – spouse or children)	\$15,525 per year
Two Party (Member plus one – spouse or child)	\$11,385 per year
Single (Member only)	\$ 5,693 per year

The foregoing limits include costs (medical insurance premium, deductible amounts deposited into HSA accounts and taxes and fees) as defined by PA 152 of 2011 and 269 of 2013 for the above listed medical benefit plan.

The above caps will be in effect for December 1, 2013 to November 30, 2014. Caps for December 1, 2014 to June 30, 2015 will be adjusted to meet January 1, 2014 State cap adjustments.

Effective December 1, 2015 the Hard Cap will be:

Full Family (Member plus two – spouse or children)	\$16,342.66 per year
Two Party (Member plus one – spouse or child)	\$12,531.75 per year
Single (Member only)	\$ 5,992.30 per year

b. Plan B

Dental 80%/80%/80% Class I, II and III, \$1,000 annual maximum; 80% Class IV, \$1,300 lifetime maximum; Riders for two cleanings and Adult Ortho included.

Vision

Life Insurance \$10,000 w/AD & D

Cash payment equal to the single subscriber hard cap amount. Said cash payment may be retained as cash, used to purchase a tax-deferred annuity or used toward the purchase of any option listed on the application.

- C. All employees in the bargaining unit not eligible for Board paid insurance pursuant to B. above shall receive twenty thousand dollars (\$20,000) worth of term life insurance.
- D. Participation in any tax-deferred annuity shall be pursuant to a qualified Section 125 Plan adopted by the Board.

**APPENDIX A**  
**Wage Schedule**

2014-2015

Step	Maintenance	Grounds	Secretarial	Cooks	Para-pros	PC Tech.
1	\$16.59	\$12.26	\$11.91	\$10.51	\$10.56	\$16.59
2	\$16.86	\$12.90	\$12.51	\$11.05	\$11.10	\$16.86
3	\$17.13	\$14.47	\$14.07	\$11.63	\$11.68	\$17.13
4	\$17.49	\$15.21	\$14.76	\$12.13	\$12.18	\$17.49

2015-2016

Effective October 20, 2015

Step	Maintenance	Grounds	Secretarial	Cooks	Para-pros	PC Tech.
1	\$16.67	\$12.32	\$11.97	\$10.56	\$10.61	\$16.67
2	\$16.94	\$12.96	\$12.57	\$11.11	\$11.16	\$16.94
3	\$17.22	\$14.54	\$14.14	\$11.69	\$11.74	\$17.22
4	\$17.58	\$15.29	\$14.83	\$12.19	\$12.24	\$17.58

1. Each step shall represent one (1) calendar year of employment. Advancement shall be on the anniversary of the employee's last hire-in date.
2. Twenty (20) cents per hour in longevity pay will be issued to an employee with ten (10) or more years of uninterrupted service to the District from the employee's last date of hire in the bargaining unit. No credit will be issued for time spent on unpaid leaves of absence in excess of one (1) year, excluding Worker's Compensation, or while on layoff for the above longevity amounts.
3. For 2014-15: A 1% increase to the wage schedule for every step.

Effective October 20, 2015: A .5% increase to the wage schedule for every step.

4. For 2015-16: A one-time off schedule payment of \$200 will be paid on the second payroll of November 2015.

For the Association

By Jami Ifft  
President

By Angie Terry  
Secretary

For the Board

By Michael J. Fenn  
President

By Cori Anderson  
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