


Tentative Agreement
between
Wyandotte Administrators Association
and
The Wyandotte Board of Education

WHEREAS, the parties have agreed to the Master Agreement, from July 1, 2011, through June 30, 2012, with the following provisions:

- 4 Year Agreement - effective from July 1, 2011, through September 5, 2015. The Parties agree to engage in future negotiations to set wages and insurance for the 2012-13, 2013-14, and 2014-15 school years. The District shall not be compelled to provide wages and benefits at levels and amounts any greater than those in effect at the end of the 2011-12 school year absent mutual agreement of the parties. The District shall retain equivalent rights and privileges afforded by Michigan Public Act 54 of 2011 in negotiating future economic wage rates and insurance coverage during the future years of this contract.
- Employees will receive step increases as per their current contract. Employees at the top of their wage rate will have wages frozen.
- All employees will pay 20% of all insurance provided to them through pre-tax dollars. The Board shall provide each employee with the Community Blue PPO Plan I Health Insurance, \$150/\$300 employee deductible, with CB-MI20% and CB-MHP riders. The Board may choose to self insure this benefit through a program administered by Blue Cross/Blue Shield. The Board and Union agree to a prescription drug rider of \$10-\$10-\$20 co-pay with a non-Blue Cross provider (\$10 for generic drugs, \$10 for name brand if no generic available, \$20 for brand names).
- "An emergency financial manager appointed under the local government and school district fiscal accountability act may reject, modify, or terminate the collective bargaining agreement as provided in the local government and school district accountability act. Provisions required by this subsection are prohibited subjects of bargaining under the act."
- Employees will have 2 unpaid furlough days for 2011-12 school year, at the member's daily rate of pay, when the entire District is closed due to weather conditions, health concerns, or other Acts of God. Personal business days or sick leave days that have been previously scheduled on furlough days will be considered a furlough day and not be deducted against the member's leave day bank. Payroll deductions for the furlough day arrangement shall begin on the first payroll period of the 2011-12 school year. The deductions shall be prorated over the course of the entire school year. If the Act of God furlough days are not scheduled by April 30, 2012, the parties agree to meet to discuss other options for furlough days.
- A member with 25 years of service or more within MPSERS can opt to make an additional health care premium contribution in lieu of the furlough day deductions. The premium contribution will be equal to the reduction in pay the member would suffer under the furlough day arrangement. An eligible member must exercise this option in writing to the Director of Human Resources by August 26, 2011.
- All other articles and agreements will remain in effect.

WITNESSED by the parties signed below on this 16th day of June, 2011:

Wyandotte Administrators Association



School District of the City of Wyandotte

Patricia Cole
