

**Collective Bargaining Agreement Extension
between
Wyandotte Education Association,
Wayne County MEA/NEA
and
School District of the City of Wyandotte**

June 14, 2011

Contract:

- 4 Year Agreement - the contract shall be effective from September 6, 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.

Compensation Concessions:

Step Freeze:

- Due to the reduction in Michigan School Aid Funding for the 2011-12 fiscal year, there shall be no advancement on pay steps for any bargaining unit member for the 2011-12 school year. Members who earn applicable degree credits are eligible for lane advancement. Any possible step advancement in future years of this contract is subject to bargaining consistent with Public Act 54 of 2011. The forgoing of step increases during the 2011-12 year equals a \$290,000 savings to the District.

Furlough Days:

- Due to the reduction in Michigan School Aid Funding for the 2011-12 fiscal year, the parties agree to an unpaid "furlough day arrangement" for at least the 2011-12 school year to help off-set the State of Michigan funding cuts. The parties anticipate that this furlough day arrangement to equal a \$182,000 concession and effective yearly savings.
 - During the 2011-12 school year, bargaining unit members shall take unpaid furlough days at the member's daily rate of pay, for two (2) days when the entire District is closed due to weather conditions, health concerns, or other "Acts of God."
 - Personal business days and individual sick leave days that have been previously scheduled on furlough days will be considered a "furlough day" and the personal day or sick day will not be deducted against the member's leave day bank.

- Payroll deductions for the furlough day arrangement shall commence prospectively 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. It is understood that if no agreement is reached, the pay for the day will be reimbursed at the member’s daily rate of pay in the last paycheck for the 2011-12 school year.
- 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.

Reduction in Extra Schedule Payments:

- Due to the reduction in Michigan School Aid Funding for the 2011-12 fiscal year, the parties agree to reduce all extra duty assignments or stipends (Appendix B, School Improvement-NCA Stipends, etc) by 20% for at least the 2011-12 school year. This shall exclude summer school assignments. The parties anticipate that this reduction in extra schedule payments will equal a \$86,000 concession and yearly effective savings.

Health Care Services & Insurance:

- Alteration of Article XXXII, Section 2, Subsection C of the previous CBA to provide for insurance coverage plan design changes and increased employee premium payments. The parties anticipate that the following insurance plan design changes and employee premium payments will equal an estimated \$565,000 concession and yearly savings for the District.
 - Alteration of Subsection C to read:
 - 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 Association 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).
 - Addition of new successor paragraph to read:
 - For the 2011-12 school year, employees subject to a step freeze shall pay 15% of their individual health care premium on a pre-tax basis. Employees at the top of their respective salary schedule for the 2011-12 school year shall pay 20% of their individual health care premium on a pre-tax basis.
 - Alteration of Subsection B by adding a new paragraph to read:

- For the 2011-12 school year, employees subject to a step freeze shall pay 15% of their individual dental insurance premium on a pre-tax basis. Employees at the top of their respective salary schedule for the 2011-12 school year shall pay 20% of their individual dental insurance premium on a pre-tax basis.
- Alteration of Subsection D by adding a new paragraph to read:
 - For the 2011-12 school year, employees subject to a step freeze shall pay 15% of their individual long-term disability premium on a pre-tax basis. Employees at the top of their respective salary schedule for the 2011-12 school year shall pay 20% of their individual long-term disability premium on a pre-tax basis.
- Alter Subsection E by adding a new paragraph:
 - For the 2011-12 school year, employees subject to a step freeze shall pay 15% of their vision claim reimbursement. Employees at the top of their respective salary schedule for the 2011-12 school year shall pay 20% of their vision claim reimbursement.

Calendar:

- The parties have reached agreement on a 2011-12 school calendar and agree to bargain successive calendar years during the term of this contract.

Fund Balance Sharing Agreement:

- The concessions the parties have agreed to in this Agreement are a result of the 2011-12 State of Michigan funding reductions. If District's audited fund balance exceeds 8% of general fund expenditures at the end of the 2011-12 fiscal year due to an unexpected revenue source, the District shall provide the Association excess fund equity to make a prorated off-schedule payment to those bargaining unit members that were frozen on steps during this Agreement.

This is a Tentative Agreement that is subject to ratification by both parties' constituents by June 30, 2011.

SIGNATURES:

Wyandotte Education Association

[Signature]

Date: 6/14/11

Wayne County MEA/NEA

[Signature]

Date: 6-14-11

[Signature]
6-14-11
WC - PRESIDENT

School District of the City of Wyandotte

[Signature]

Date: 6-14-11

School District of the City of Wyandotte

[Signature]

Date: 6-14-11