

## TENTATIVE AGREEMENT

June 15, 2012

In a collaborative effort, the following Bargaining Units have entered into a tentative agreement with the Bay City Public School District Board of Education:

BCASA (Administrators)  
BCESP (Office Professionals and Educational Assistants)  
BCPSFSU (Food Service)  
Supervisors Association  
Teamsters (Mechanics)  
USW (Bus Drivers)

The tentative agreement reached is:

1. The term of this agreement is for one (1) year. This agreement will be in effect until June 30, 2013 or August 31, 2013 depending upon the individual unit's contract agreement.
2. The Salary schedule will reflect a 0% salary increase with a freeze on steps/longevity as reflected at the end of the 2011-12 school year.
3. The parties have agreed to continue health care coverage through the current Health Plus Health Plan as described in their individual contract agreements. Buy-up plan options remain available. Health Care will be provided by the District at a 80% District Cost and 20% Employee Cost up to a maximum amount as described below:

Full Family: \$15,243.07

2 Person: \$ 13,166.69

Single: \$ 5,856.77

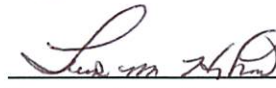
4. The additional fund established to share savings related to an employee's decision to select an annuity payment in lieu of selecting District provided health insurance coverage has been re-indexed based upon the current census of June 1, 2012 and an illustrative example shall be recreated.


5. For the 2012-13 school year only, two (2) days will be added into each member's personal sick leave balance.

This agreement represents the entire agreement between the parties whether written or oral.

  
BAY CITY PUBLIC SCHOOLS


  
BCESP

  
Supervisors' Association

  
USW (Bus Drivers) *USW Staff*

  
BCASA

  
BCPSFSU

  
Teamsters (Mechanics)