

Tentative Agreement for Support Bargaining
Battle Creek Educational Support Personnel Association
Battle Creek Educational Secretaries Association
Battle Creek ParaProfessional Association
for
July 22, 2014

2014-15

- 1 Effective upon ratification 2% increase on all salary steps
- 2 Effective upon ratification step increases paid
- 3 Effective September 1, 2014 all support staff currently enrolled in Choices II, will be enrolled in MESSA Choices II RX Saver with a \$300/\$600 deductible; 20/25/50 co-payments
- 4 Insurance continue 80/20 split on premium contribution
- 5 All support groups eligible to receive a paid holiday, will have 1 additional holiday restore during the winter break. The number of holidays paid will equal one additional over the number received in the 2013-14 school year.

New Collective Bargaining Agreement – 2 years July 1, 2015- June 30, 2017

- No Agency Shop - BCESPA

2015-16

1. Effective July 1, 2015, 1% increase on all salary steps
2. Effective July 1, 2015 steps paid to all eligible employees
3. Choices II RX Saver with a \$300/\$600 deductible; 20/25/50 co-payments
4. Insurance continue 80/20 split on premium contribution

2016-2017

1. Effective July 1, 2016 .05% increase on all salary steps
2. Effective July 1, 2016 steps paid to all eligible employees
3. Choices II RX Saver with a \$300/\$600 deductible; 20/25/50 co-payments
4. Insurance continue 80/20 split on premium contribution

NOTE: Upon ratification of the 2014-15 reopener above all support staff bargaining unit members, at time of ratification, will receive a \$50 stipend.

All food services employees may request the use of personal leave days during snow days when school is closed for staff and students.