

BELIEVE
in the
CHANGE



TO: The Board of Education

FROM: Cheryl Johnson, Chief Human Resources Officer

DATE: June 8, 2020

SUBJECT: Recommendation for approval of the Tentative Agreement between:

- Battle Creek Public Schools ("the District") and the Battle Creek Secretaries Association ("BCES")

The BCEA, MEA/NEA represents secretarial professionals employed by the District. The BCES agreement expires June 30, 2020. Over the past several weeks, the District's bargaining team has negotiated with the BCES Leadership and as a result the following tentative agreement has been made.

1. Tentative Agreement, Pending Board of Education Approval:

a. Article XV Vacations. The parties agree to up to nine (9) days of vacation may be assigned for all secretaries each year based on the District and student calendars. In addition, during the years that the teachers are not required to report for work on the Wednesday prior to Thanksgiving secretaries receive an extra vacation day to be used on that day.

b. Article XV Vacations. The parties agree to enter into discussions and provide proposals during the 2020-2021 contract negotiations to streamline Article XV vacations.

c. Article XXII Duration. The parties agree to a one (1) year contract, expiring June 30, 2021. Should additional funding become available for the 2019-2020 and/or 2020-2021 school year(s) the District agrees to reopen contract negotiations to discuss AD&D and Life insurance proposals, and retention bonuses as proposed during the 2020-2021 negotiations.

All other articles in the collective bargaining agreement will remain as previously negotiated.