

BCESPA Contract effective 7/1/2025.

1. There will be a 2% increase on the current 2024-2025 salary schedule with a step granted for those that are not at top of scale.

EFFECTIVE July 1, 2024

TITLE	STEP 1	STEP 2	STEP 3
Department Head		\$24.00	\$26.13
Mechanic	\$27.35	\$28.49	\$30.96
Plumber	\$28.30	\$29.47	\$32.03
Electrician	\$31.13	\$32.43	\$35.24
Maint I	\$22.15	\$23.09	\$24.93
Maint II	\$19.78	\$20.75	\$22.45
Maint III	\$18.65	\$19.61	\$21.32

Moving to EFFECTIVE July 1, 2025

TITLE	STEP 1	STEP 2	STEP 3
Department Head		\$24.48	\$26.65
Mechanic	\$27.90	\$29.06	\$31.58
Plumber	\$28.87	\$30.06	\$32.67
Electrician	\$31.75	\$33.08	\$35.94
Maint I	\$22.59	\$23.55	\$25.43
Maint II	\$20.18	\$21.15	\$22.90
Maint III	\$19.02	\$20.00	\$21.75

2. There will be a One Time Retention Bonus paid in June of 2026 in the following manner:
 - a. Members with less than 20 years = \$750
 - b. Members with 20 years or mor = \$1,000
3. The district agrees to retro pay the 2% and step back to July 1, 2025.
4. There is a correction In Appendix A Salary Schedule A. A seven hundred fifty-dollar (\$750) longevity payment will be made annually to all members of the bargaining unit in the first pay period of ~~July~~ June.
5. Language regarding Insurance.

ARTICLE XIX

Insurance

A. Hospitalization-Medical Coverage for Eligible Employees

~~The District agrees to pay the statutory cap in effect as of January 1st of each year for the cost of medical insurance for all eligible bargaining unit employees. Employees will pay any cost greater than the statutory cap of their annual medical premium based upon their insurance coverage status (ie; single, two-person, family) which amounts shall be deducted from the employee's compensation on a bi-weekly basis. The Board's medical benefit plan contribution shall not exceed the maximum amounts per plan year as provided in the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. and adjusted annually by the State Treasurer of Michigan. To the extent allowed by law, the health insurance cap shall first be applied to medical premiums, then second to any payments made by the Board, if any, during the "medical benefit plan coverage year" toward Board reimbursement of co-pays, deductibles, or payments into health reimbursement arrangements, health savings accounts, flexible spending accounts, or similar accounts for health care costs, health insurance related taxes or fees, and any other payments required to be accounted for under the Publicly Funded Health Insurance Contribution Act. At no time will the District contribute more than allowed by Michigan law.~~

~~Medical Coverage Benefits: For implementation January 1. Employees will have a choice of one of the following five (5) plans:~~

- ~~1. Choices \$500/1000; 0% coinsurance; \$20/\$25/\$50; Saver Rx~~
- ~~2. Choices \$500/\$1000; 20% coinsurance; \$20/\$25/\$50; 3-Tier Rx~~
- ~~3. ABC Plan 1 \$1350/\$2700; 0% coinsurance; ABC Rx~~
- ~~4. ABC Plan 2 \$2000/\$4000; 0% coinsurance; ABC Rx~~
- ~~5. Essentials by MESSA \$375/\$750; 20% coinsurance; \$10/\$25/\$50/\$50/\$200; EBM Rx~~

A. Fringe Benefits

The District's contributions to the employee's medical benefits plan costs shall not exceed those amounts established by the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. as amended. The Health Insurance Plans are those that the APA (Area Purchasing Agreement) has agreed upon. As provided in that law, the District may deduct the employee's proportional cost of the medical benefit plan from compensation due to the employee. The medical insurance will be based on their insurance coverage status (i.e. single, two-person or full family). The new medical plan year will begin on January 1, of each calendar year.

6. For the 2025-2026 school year, employees with less than 20 years seniority shall receive forty (40) hours additional vacation time to be used prior to June 30, 2026. These additional hours shall not carry over into the following year. These hours will not be included in Article XVIII Vacation, A. 4. Pay Advance. These hours will not be applicable to any retirement/resignation payout benefit.
7. For the 2025-2026 school year, employees with more than 20 years seniority shall receive forty (40) hours additional vacation time to be used prior to June 30, 2026. These additional hours shall not carry over into the following year. These hours will not

be included in Article XVIII Vacation, A. 4. Pay Advance. These hours will not be applicable to any retirement/resignation payout benefit.

8. For the 2026-2027 employees with more than 20 years seniority shall receive forty (40) hours additional vacation time to be used prior to June 30, 2027. These additional hours shall not carry over into the following year. These hours will not be included in Article XVIII Vacation, A. 4. Pay Advance. These hours will not be applicable to any retirement/resignation payout benefit.
9. There will be a reopener prior to February 1 for negotiations

For the Union:

Robert R. [Signature]

Date:

8/13/25

For the District:

Michael A. Henry [Signature]

Date:

7-26-2025