

Agreement

2010-2011 & 2011-2012

Board of Education of the School District of the City of Battle Creek

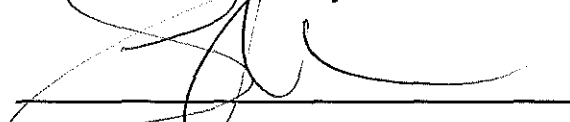
And the

Battle Creek Educational Support Personnel Association, MEA/NEA


The Board of Education of the School District of the City of Battle Creek and the Battle Creek Educational Support Personnel Association, MEA/ NEA reached an agreement on August 15, 2011. The following terms have been tentatively agreed upon by all parties:

1. For the 2011-2012 school year, all members will receive a 1.0% off-schedule payment. This payment will be made one time in a lump sum based on the member's yearly gross.
2. There will be no step increase advancement for the 2011-2012 school year.
3. The District agrees to pay 80% of the premium cost for MESSA Choices II for all eligible members. The plan will include a \$200/\$400 in-network deductible; \$20/\$25/\$50 co-pay for office/urgent care/emergency room visits; \$10/\$20 prescription drug co-pay.
4. Effective August 15, 2011, newly hired members employed less than full-time will be required to pay a percentage proration of their health care premium based on their hours worked. Full-time is defined as 35 hours or more per week. All current employees hired prior to July 29, 2011 are not subject to this proration.

School District of the City of Battle Creek:


Dated: 9-15-11

Battle Creek Educational Support Personnel Association:


Dated: 9-12-11