

LETTER OF AGREEMENT
between the
BOARD OF EDUCATION OF
BELLAIRE PUBLIC SCHOOLS
and the
BELLAIRE EDUCATIONAL SUPPORT
PROFESSIONAL ASSOCIATION/
NORTHERN MICHIGAN EDUCATION
ASSOCIATION, MEA/NEA

This Letter of Agreement (the "Agreement") is entered into between the Board of Education (the "Board") of Bellaire Public Schools (the "District") and the Bellaire Educational Support Professional Association NMEA/MEA/NEA (the "Association") as follows:

1. The Board shall provide the full Legislative capped health care premiums/costs for all Transportation personnel employed by the District, who have morning and afternoon bus runs, at the Single Subscriber rate. This capped amount, as established currently by the Legislature, shall be increased accordingly based on any future increases established by the Legislature as of July 1.
 - a. **PLAN A** (for Transportation personnel needing health insurance)
 - i. Health Choices II, \$500/\$1000 deductible; \$20 office co-pay; Saver Rx
 - ii. Delta Dental 80/80/80: \$1,300 with orthodontics
 - iii. Negotiated Life: \$5,000 AD&D
 - iv. Vision: VSP 3
 - v. Long Term Disability 60%
 - vi. 90 calendar days modified fill
 - vii. \$2,500.00 maximum
 - viii. Alcohol/drug and mental/nervous; two (2) year limitation
 - ix. Freeze on offsets
 - x. Member premium share to be paid with pre-tax dollars.
 - b. **PLAN B** (for Transportation personnel not needing health insurance):
 - i. Delta Dental 80/80/80: \$1,300 with orthodontics
 - ii. Negotiated Life: \$5,000 AD&D
 - iii. Vision: VSP 3
 - iv. Long Term Disability 60%
 - v. 90 calendar days modified fill
 - vi. \$2,500.00 maximum
 - vii. Alcohol/drug and mental/nervous; two (2) year limitation
 - viii. Freeze on offsets
 - c. **Cash in Lieu of Health Insurance.** Transportation personnel will be given a stipend equal to the amount set by the single subscriber legislative CAP, as defined in section 12.2 of the current [2020-2023] BESPMA Master Agreement, per month, based on days of employment as 9-month employees.
2. All support staff members, including Custodial, Food Service, Paraprofessional, Secretarial and Transportation personnel currently employed by the Bellaire Public Schools will receive a wage increase of 10%.

	<u>2020-2021</u>	<u>2021-2022</u> (+10%)	<u>2022-2023</u> (+10%)
Custodial	Probation	\$11.55	\$13.44
	1 year	\$11.69	\$13.60
	2 years	\$11.84	\$13.76
	3 years	\$11.99	\$13.93
	4 years	\$12.14	\$14.09
	5 years	\$12.29	\$14.26
	6-10 years	\$12.60	\$14.60
	11-15 years	\$12.91	\$14.94
	>15 years	\$13.24	\$15.30
Food Service	Probation	\$11.55	\$13.44
	1 year	\$11.69	\$13.60
	2 years	\$11.84	\$13.76
	3 years	\$11.99	\$13.93
	4 years	\$12.14	\$14.09
	5 years	\$12.29	\$14.26
	6-10 years	\$12.60	\$14.60
	11-15 years	\$12.91	\$14.94
	>15 years	\$13.24	\$15.30
Paraprofessional	Probation	\$10.77	\$12.58
	1 year	\$10.91	\$12.74
	2 years	\$11.04	\$12.88
	3 years	\$11.18	\$13.04
	4 years	\$11.32	\$13.19
	5 years	\$11.46	\$13.34
	6-10 years	\$11.75	\$13.66
	11-15 years	\$12.04	\$13.98
	>15 years	\$12.34	\$14.31
Secretarial	Probation	\$14.44	\$16.62
	1 year	\$14.62	\$16.82
	2 years	\$14.81	\$17.03
	3 years	\$14.99	\$17.23
	4 years	\$15.18	\$17.44
	5 years	\$15.37	\$17.64
	6-10 years	\$15.75	\$18.06
	11-15 years	\$16.15	\$18.50
	>15 years	\$16.55	\$18.94

Transportation

Probation	\$14.74	\$16.95	\$17.69
1 year	\$15.11	\$17.36	\$18.10
2 years	\$15.30	\$17.57	\$18.30
3 years	\$15.49	\$17.78	\$18.51
4 years	\$15.68	\$17.99	\$18.72
5 years	\$16.08	\$18.43	\$19.16
6-10 years	\$16.48	\$18.87	\$19.60
11-15 years	\$16.89	\$19.32	\$20.05
>15 years	\$17.08	\$19.53	\$20.26

3. This Agreement does not constitute the establishment of a precedent, custom, practice, binding working condition as to the interpretation, enforcement, or application of the Agreement between the parties, or any successor labor agreement between them to any situation or circumstance other than the matter specifically addressed in this Agreement.
4. This Agreement is considered to be a singular and one-time exception to the conditions and covenants within the parties' current labor agreement, as set forth above, and neither party is obligated to make an accommodation or exception of this Agreement as to the enforcement or application of the provisions or conditions of the current labor agreement due to the fact that this Agreement has been executed and implemented.
5. If the implementation of this Agreement requires a waiver or temporary modification of the terms and conditions of the current labor agreement between Board and Union, all parties agree to such waiver or temporary modification to the extent necessary to perform the terms and conditions of this Agreement. To the extent that this Agreement conflicts with the terms of the parties' current labor agreement, this Agreement shall control to the extent of such inconsistency or conflict.
6. Except in an action to enforce the terms of this Agreement, this Agreement shall not be relied on or otherwise asserted by either party in any subsequent proceeding or litigation between them.
7. By entering into this Agreement, neither party waives any other rights or protections respectively afforded to them by the terms of the Agreement, except as are otherwise specifically waived, modified, or relinquished herein.
8. This Agreement expires with the current [2020-2023] BESPMA Master Agreement.

**BOARD OF EDUCATION
BELLAIRE PUBLIC SCHOOLS**

**BELLAIRE EDUCATIONAL SUPPORT PRO-
FESSIONAL ASSOCIATION/NORTHERN
MICHIGAN EDUCATION ASSOCIATION,
MEA/NEA**

By: _____

Its: _____

By: _____

Its: _____

By: _____

Its: _____

By: _____

Its: _____