

**Summary of settlement  
From  
IBB bargaining session on June 15, 2007**

**Bargaining units involved:  
GRAEOP  
GRACEN  
GREOA**

**Settlement for all groups:**

**Duration:** One year – 2007/08

**Wage:** 2% on base, with no step increase. 44

**Employee Insurance**

**Contribution Addendum:** One time signing bonus of \$200.00, to be paid in June 2008. Based on active employment upon ratification of the 2007/08 contract. This will be paid in June.

**Insurance:** Maintain current coverage, but implement a \$50.00 per month/\$600.00 per year co-pay on insurance premiums via a pretax payroll deduct for 21 paychecks. (Same schedule as MEA dues.)

**Early Retirement Notice:** Establish a payout procedure to increase the \$35 per day payout of sick time to \$50.00 per day. Time lines will be after the start of a member's 2007/08 work schedule and notice given before Thursday, April 3, 2008, before Spring Break

**Student Enrollment Incentive:** If decline in student enrollment is less than the 2007/08 projection, payment of additional monies will be paid similar to the current practice. A formula needs to be designed to reflect state aid increase or decrease and the percentage tied to projected enrollment figures.

**Cash in Lieu:** With the start of new contract, if there is a net increase of four individuals (within GRAEOP, GRACEN, GREOA) taking the cash payment option then the amount will increase to \$2400, with the additional \$400 being paid out no later than June 30, 2008.

**Note:** This only applies to those individuals who elect not to take the insurance.

## INSURANCE

### Section 1 - General Information

The Board shall make appropriate premium payment of Pak A (Choices II PPO) premiums or Pak B premiums and Cash In Lieu payments, for each qualified employee and his/her eligible dependent(s) as defined by the underwriters to assure insurance coverage for the full period covered by this Agreement.

Effective the 2007/2008 contract year, an employee who takes either Choices II or SuperCare I will pay a monthly contribution towards the health care cost of \$50.00. The employee portion for such coverage will be payroll deducted from the employee's payroll check. Payment will be made via payroll deduction through the pre-tax premium portion of the flexible benefit plan.

### Section 2. Coverage Full-Time Employees

The Board shall provide to each eligible full-time employee the following MESSA-Pak:

1. For those full-time employees choosing health coverage, Pak A shall consist of:
  - a. Health MESSA Choices II, XVA2 RIDER, \$5/\$10 prescription card,
  - b. Life Insurance: \$40,000 with AD&D,
  - c. Dental: 80/80/80: \$1,500; 80: \$1,500 (except those with other dental insurance through other source: 50/50/50/50: \$1,300, orthodontics to age 19,
  - d. Vision: VSP3
  
2. For those full-time employees not choosing health coverage, Pak B shall consist of:
  - a. Life Insurance: \$50,000 with AD&D,
  - b. Dental: 80/80/80: \$1,500; 80: \$1,500 (except those with other dental insurance through other source: 50/50/50/50: \$1,300, orthodontics to age 19,
  - c. Vision: VSP3

3. If a full-time employee chooses MESSA Supercare I (SVA2 rider; \$100/\$200 deductible, \$5/\$10 prescription; preventative care rider), the vision program will remain at the VSP2 level, they will pay a rate which will be determined by taking the published MESSA rate schedule for Kent County using the "ala carte" or stand alone rate difference between MESSA Choices II and MESSA Super Care I 2003 revision (SVA2 Rider; \$100/\$200 deductible, \$5/\$10 prescription; preventative care rider. This rate will be single, two person or full family, whichever is appropriate. The employee portion for such coverage will be payroll deducted from the employee's payroll check. Payment will be made via payroll deduction through the pre-tax premium portion of the Flexible Benefit Plan.

and

Employees not electing Hospital-Medical insurance will be entitled to a cash payment of two thousand dollars (\$2,000) annually. Such annual payment shall be made in equal payments during the school year in each paycheck beginning with September each year. If there is net increase of 4 individuals (within GRAEOP, GRACEN & GREOA) in the 2007/2008 contract year taking the cash payment option then the amount will increase to 2,400, with the additional \$400 being paid out no later than June 30, 2008. The District and the Association will mutually agree to a Section 125 Plan to implement this. The plan year is December 1 through November 30.

### Student Enrollment Incentive

If the Foundation Allowance is greater than \$7,168 and the decline in student enrollment is less than the 650 projected by the Board for the 2007-2008 school year, as reflected by comparing fall 2006 count day audited count to fall 2007 count day audited count according to the following, a lump sum payment will be made as outlined below.

549 TO 450 decline	-.2%
449 to 350 decline	-.3%
349 or less decline	-.5%

If the District's Foundation Allowance remains at \$7,167 per FTE, all payments will be reduced by .1%

If the Foundation Allowance falls below the \$7,167 per FTE, no payments will be made.

Pre-School and Center-based students shall not be reflected. Center-based student counts will not count for or against the student count. This comparison will be made after fall 2006 audited counts are received by the district. Payment will be made no later than June 2008 as a lump sum payment. This payment will be based on the base salary amount for each employee active on the date of the fall 2007 count and still employed by the District in June 2008.

### Employee Insurance Contribution Addendum

In recognition of the employee's contribution to the monthly health insurance premium, a one time lump sum payment will be made based on active employment at the time of the contract ratification (July 2007), individuals will receive a \$200.00 lump sum stipend payment, to be paid before the last day of June 2008, provided the employee is still an active employee in June of 2008. Employees working less than full time will receive a prorated amount.

## RETIREMENT BENEFITS 06/28/2007

Any employee who has reached the age and years of service requirement of the Michigan Public School Retirement Act and has completed at least ten (10) years of service with Grand Rapids Public Schools, shall receive, upon retirement, payment for unused sick leave days (accumulated at the time of retirement) as outlined below:

### Qualifications for the \$50.00 payment:

- To qualify for the \$50.00 per day/year whichever is greater, Early Notice payment, you must work through the end of your scheduled work year, this may vary by assignment. Official Notification must be made to the District's Human Resources Office.  
and
- Notification to Human Resources after your first scheduled work day of the contract year and up to the last District business day before spring break, April 3, 2008, the amount paid for each unused day/year, whichever is greater shall be \$50.00.

### Qualifications for the \$35.00 payment:

- Official notification to Human Resources after the District business day before spring break, April 3, 2008, and up to the individuals last scheduled work day (this may vary based on the individuals assignment), the amount paid for each unused day/year shall be \$35.00.
- Employees wishing to retire before the completion of their last scheduled assignment date will upon official notification to Human Resources receive \$35.00 per day/year, whichever is greater.
- There shall be no payment for notification after an individuals last scheduled work day, (this may vary based on the individuals by assignment).

### General Guidelines

- Exceptions may be made in the case of extenuating circumstances. The decision regarding the validity of extenuating circumstances (for example, unforeseen illness, disability of the employee or an immediate family member, as defined in the contract or death of a spouse) shall be made by the Association President and the Executive Director of Human Resources. Their decision shall be final and not subject to the grievance procedure.
- Add years of service sentence --varies by group.
- The health insurance benefits of an employee who retires or resigns will end the last day of the month in which it they work.

### Universal Service Credit

In accordance with MPSERS requirements of either Basic or MIP, each retiring employee has the option of using accumulated sick leave time to purchase Universal Service Credits up to the maximum allowed at the accumulated leave time payout rate. The retiring employee shall initiate the tax deferred purchase process with MPSERS. Upon approval of the application by MPSERS, and pursuant to IRS guidelines, the District will pay the accumulated leave money at the time the retiring employee receives his or her last pay. The amount may be set up as a payroll deduction and forwarded to MPSERS to facilitate this purchase.

### Special Pay Plan

The payment for accumulated leave days or vacation days if applicable will be placed in a Special Pay Plan 403(b) account if the dollar value of the payment is \$500.00 or more. The account is subject to IRS contribution amount limits. The plan will be under the employee's name and social security number. The employee may request from the authorized company a distribution in cash or self-direct the investment of their money