

**BOARD OF EDUCATION OF THE BATTLE CREEK PUBLIC SCHOOLS AND
THE PARAPROFESSIONAL ASSOCIATION/MEA/NEA
7/1/2026**

Article XIII Compensation

A. Salary

Year	2026-2027	\$22.50
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B. Fringe Benefits

The District's contributions to the employees' medical benefit plan costs shall not exceed those amounts established by the Publicly funded Health Insurance Contributions 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 law, the District may deduct the employees' 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.

Employees who do not elect medical coverage shall receive the additional benefits at no cost and will be eligible for a cash payment in lieu of medical coverage in the amount of \$204 per month for 10 months and additional \$5,000 of life insurance.

The District also offers employees the ability to participate in flexible spending accounts for qualified health and dependent care expenses.

Dual Coverage: The parties agree that dual coverage of medical insurance is prohibited. Employees who are covered by another employer's (i.e., spouse's employer) medical plan shall not be eligible for the Board provided medical coverage.

Paraprofessionals 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 thirty (30) or more per week. All current employees hired prior to August 11, 2011 are not subject to this proration. Any contribution amounts exceeding the Board's subsidy shall be payroll deducted.

Part-time paraprofessionals are eligible for the same medical plans as full time paraprofessionals. Part time paraprofessionals will receive ancillary benefits at a cost prorated based on their hours worked.

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Additional benefits. The following additional benefits will provided at no cost to the employee:

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| 1. Delta Dental Plan | 80%/80%/80%80% \$1000 annual maximum Ortho - \$1300 maximum |
| 2. Life Insurance | \$40,000 |
| 3. AD&D | \$40,000 |
| 4. Vision Service Plan | VSP3G |
| 5. LTD | 66 2/3rds, Monthly Max of \$3,000. 90 CDMF, 2 year limitation Alcohol/Mental Nervous. Family offset for Social Security. No COLA. |