

VESPA Contract Summary

The Agreement between VESPA and the Board of Education is for a two-year agreement, covering the 2008-2009 and 2009-2010 school years.

Economic Provisions include the following:

1. Wage scale for 2008-2009 increases by 2.0% for all positions, except for food service, which will increase by 4% for kitchen managers, 3% for cooks and dishwasher/servers, and 2% for banquet supervisors.
2. The total compensation formula is maintained in existing form for 2009-2010, built on the newly established 2008-2009 base.
3. Association adopts West Michigan Health Insurance Pool coverage, effective January 1, 2009, with a choice of two plan options:
 - a. Employee cost for Versatile PPO with \$5/\$30 Rx card, \$250/\$500 deductible, 10% in-network (BCBS) co-insurance with \$1,000/\$2,000 out of pocket max will be as follows:

Single: \$20.00/month (\$167.82 per month LESS than current, \$2,013 LESS per year)**

Self/Spouse: \$48.00/month (\$376.84 per month LESS than current, \$4,522 LESS per year)**

Full Family: \$124.00/month (\$352.17 per month LESS than current, \$4,226 LESS per year)**
 - b. Employee cost for WMHIP PPO Select (equivalent to MESSA Choices II), with a \$10/\$20 Rx Card as follows:

Single: \$101.44/month (\$86.38 per month LESS than current, \$1,037 LESS per year)**

Self/Spouse: \$232.35/month (\$192.49 per month LESS than current, \$2,310 LESS per year)**

Full Family: \$351.48/month (\$124.69 per month LESS than current, \$1,496 LESS per year)**

** - Compared to current employee contribution towards MESSA Choices II, \$5/\$10 Rx
4. Bus drivers who regularly work at least 30 hours per week in the current year will qualify for health, vision, and dental benefits, provided that his or her average actual hours worked in the immediate prior school year totaled at least 35 hours per week. The calculation will be determined as follows:

Total actual hours worked, excluding bus washing, divided by student days, multiplied by 5 (five) = average actual weekly work hours. This figure will be divided by forty to determine the Board subsidy, not to exceed 100%.

5. For spouses of VESPA employees eligible to receive health benefits from his or her employer for \$200 or less per month, spouse must accept his or her employer's coverage, and shall not be covered under VCS health benefits. Spouses may continue to receive vision and dental benefits. Children/dependents of VCS employees may be enrolled under VCS health benefits regardless of spousal coverage. Currently covered spouses are grandfathered.
6. Vision coverage will convert to VSP-3 Gold or equivalent.
7. Any increases to health insurance premiums over 10% will not be charged against the Total Compensation Formula for 2009-2010.
8. \$250, one-time cash bonus per employee payable if this contract is ratified by VESPA no later than November 5, 2008.