Dexter Community Schools
Board of Education
Executive Summary and Recommendation

Purpose:	To ratify a successor agreement with the West Washtenaw Bus Drivers and Monitors Association (WWBDAMA) for the 2025-2028 collective bargaining agreement.
Explanation:	The attached successor agreement with the WWBDAMA was ratified by the WWBDAMA membership. The 2025-2028 successor agreement includes increases for all hourly wages, new healthcare options, clarifying language, and financial reopeners in 2026-2027 and 2027-2028.
Recommendation:	It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the West Washtenaw Bus Drivers and Monitors Association.

SH 6.6.2025
PB 6-6-25
BL 6-6-25
CT 6-6-25

TENTATIVE AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
WEST WASHTENAW BUS DRIVERS AND MONITORS ASSOCIATION

This successor agreement for the contract expiring on June 30, 2025, is entered into between and among the Dexter Community Schools Board of Education (the "Board") and the West Washtenaw Bus Drivers and Monitors Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

1. Hourly wages for 2025-2026 will increase as follows:

New Driver Pay Scale
Step 1 (former steps 1-3) $23.70
Step 2 (former steps 4-5) $24.75
Step 3 (former step 6) $26.00

New Monitor Pay Scale
Step 1 (former steps 1-3) $16.02
Step 2 (former steps 4-5) $16.53
Step 3 (former step 6) $17.05

2. The Board of Education agrees to make available health benefits for eligible employees ~~under the BCN (HMO) HDHP $1350/20% - OOP Max $2300/4600 – Rx $4/15/40/80/20% plan~~ **through the Board's participation in the Health Plan Purchasing Consortium**. ~~The plan will provide levels of benefits as described in the Overview of Medical Benefits.~~ **The medical/health and non-medical benefit plans, specifications, and products available to bargaining unit members will be as designated by the Washtenaw Health Insurance Consortium.**

Employees will participate in an open enrollment period for coverage effective July 1, 2025, through December 31, 2025.

An additional open enrollment period will be offered prior to the start of the next plan year, which will run from January 1, 2026, through December 31, 2026.

3. The District will provide a one-time payment of $120.00 to employees enrolling in Pak B to assist employees with the transition to the new insurance plan. This amount will be prorated at $10.00 per month for eligible employees based on their months of coverage during the transition from July 1, 2025 to June 30, 2026.

4. The Board contribution for healthcare will increase 3% beginning January 1, 2026.

AH 6.6.2025
PB 6-6-25
BL 6-6-25
DT 6-9-25

Dexter Community Schools
Cost of Health Benefits

WWBDAMA- Bus Drivers MESSA
1/1/2025-12/31/2025

	Bus Driver		Employee Annual Cost	Employer Annual Cost
PAK A MESSA Essentials $375/$750/20% Dental Vision Life	Employee per month	Employee per pay (24 pays)	Annual	
Single	$ 157.29	$ 78.65	$ 1,887.48	$ 5,380.56
Double	$ 712.91	$ 356.46	$ 8,554.92	$ 7,660.68
Family	$ 907.39	$ 453.70	$ 10,888.68	$ 9,512.52
PAK F MESSA Balance + $1650/$3300/20% Dental Vision Life	Employee per month	Employee per pay (24 pays)		
Single	$ 207.14	$ 103.57	$ 2,485.68	$ 5,380.56
Double	$ 825.07	$ 412.54	$ 9,900.84	$ 7,660.68
Family	$ 1,046.96	$ 523.48	$ 12,563.52	$ 9,512.52
PAK B MESSA No Medical Dental Vision Life	Employee per month	Employee per pay (24 pays)		
Single	$ 10.00	$ 5.00	$ 120.00	$ 139.56
Double	$ 27.46	$ 13.73	$ 329.52	$ 139.56
Family	$ 55.86	$ 27.93	$ 670.32	$ 139.56