

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, March 11, 2026  
AGENDA**

**I. Call to Order**

**II. Pledge of Allegiance**

**III. Communications/Community Engagement**

**A. Student Board Member Comments**

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public meeting. There is one time for public participation during the meeting as indicated in the agenda. When addressing the Board, you will be asked to state your name. The Board determines the amount of time granted to individuals or groups to speak. Each person shall be allowed to speak for up to 3 minutes. Board members may question speakers, but are not obligated to answer questions or make statements or commitments in response to issues raised by the public. In general, such items will be referred to the superintendent for advisement, investigation, study, and/or recommendation or designated as future agenda items for Board consideration.

**B. Public Comments**

**IV. Milan Area Schools Strategic Plan Business**

**A. Learning Environment/Culture**

1. WISD PAC Update - Andrea Bennink and Sarah Norton
2. Program Update: Paddock Early Childhood Center – Jessi Kishiyama
3. Policy Update - Attachment A

**B. Personnel/Leadership**

1. Milan Area Schools Directors' Salary Schedule – Attachment B
2. Paddock Early Childhood Assistant Director Appointment
3. Milan Area Schools Support Staff (MASSS) Master Agreement – Attachment C
4. Milan Education Association (MEA) Master Agreement – Attachment D

**C. Communications/Community Engagement**

1. Public Comments
2. Assistant Superintendent Comments
3. Superintendent Comments
4. Board Member Comments

**V. Other Old/New Business**

- A. Closed Session – Student Discipline Hearing
- B. Student Discipline Decision

**VI. Adjournment**

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, March 11, 2026  
RESOLUTIONS**

**I. Call to Order**

The regular meeting of the Milan Area Schools Board of Education was called to order in the District Office Boardroom located at 100 Big Red Drive, Milan MI, 48160, by President Faro at \_\_\_\_\_ p.m. on March 11, 2026.

Board Members Present:

Board Members Absent:

Staff Present:

Guests Present:

**II. Pledge of Allegiance**

**III. Communications/Community Engagement**

**A. Student Board Member Comments**

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public meeting. There is one time for public participation during the meeting as indicated in the agenda. When addressing the Board, you will be asked to state your name. The Board determines the amount of time granted to individuals or groups to speak. Each person shall be allowed to speak for up to 3 minutes. Board members may question speakers, but are not obligated to answer questions or make statements or commitments in response to issues raised by the public. In general, such items will be referred to the superintendent for advisement, investigation, study, and/or recommendation or designated as future agenda items for Board consideration.

**B. Public Comments**

**IV. Milan Area Schools Strategic Plan Business**

**A. Learning Environment/Culture**

1. WISD PAC Update -Andrea Bennink and Sarah Norton
2. Program Update: Paddock Early Childhood Center – Jessi Kishiyama
3. Policy Update - Attachment A

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to revise, repeal and/or adopt Board policies as described in Attachment A.

Burdette \_\_\_ Faro \_\_\_ Gutierrez \_\_\_ Heikka \_\_\_ Meray \_\_\_ Prior \_\_\_ Cislo \_\_\_  
Carried \_\_\_\_\_.

**B. Personnel/Leadership**

1. Directors' Salary Schedule – Attachment B

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the Milan Area Schools Directors' Salary Schedule as provided in Attachment B.

Faro \_\_\_ Gutierrez \_\_\_ Heikka \_\_\_ Meray \_\_\_ Prior \_\_\_ Cislo \_\_\_ Burdette \_\_\_  
Carried \_\_\_\_\_.

2. Director of Paddock Early Childhood Assistant Director Appointment

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve Kelly Gobrogge as the Director of Paddock Early Childhood Assistant Director.

Gutierrez \_\_\_ Heikka \_\_\_ Meray \_\_\_ Prior \_\_\_ Cislo \_\_\_ Burdette \_\_\_ Faro \_\_\_  
Carried \_\_\_\_\_.

3. Milan Area Schools Support Staff (MASSS) Master Agreement – Attachment C

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the Master Agreement with the Milan Area Schools Support Staff (MASSS) as detailed in Attachment C.

Heikka \_\_\_ Meray \_\_\_ Prior \_\_\_ Cislo \_\_\_ Burdette \_\_\_ Faro \_\_\_ Gutierrez \_\_\_  
Carried \_\_\_\_\_.

4. Milan Education Association (MEA) Master Agreement – Attachment D

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the Master Agreement with the Milan Education Association (MEA) as detailed in Attachment D.

Meray \_\_\_ Prior \_\_\_ Cislo \_\_\_ Burdette \_\_\_ Faro \_\_\_ Gutierrez \_\_\_ Heikka \_\_\_  
Carried \_\_\_\_\_.

C. Communications/Community Engagement

1. Public Comments
2. Assistant Superintendent Comments
3. Superintendent Comments
4. Board Member Comments

**V. Other Old/New Business**

A. Closed Session - Student Discipline Hearing

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to enter into closed session pursuant to Section 8(1)(b) of the Michigan Open Meetings Act, and upon the student's parent/guardians, for the purpose of conducting a hearing to consider the discipline of a student whose identity is known to the board as student 2025-2026-4.

Prior \_\_\_ Cislo \_\_\_ Burdette \_\_\_ Faro \_\_\_ Gutierrez \_\_\_ Heikka \_\_\_ Meray \_\_\_  
Carried \_\_\_\_\_.

Time entered closed session \_\_\_\_\_.

Time returned to open session \_\_\_\_\_.

**B. Student Discipline Action**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to \_\_\_\_\_  
student 2025-2026-4 in accordance with the attached resolution as read by President  
Faro.

Cislo \_\_\_\_ Burdette \_\_\_\_ Faro \_\_\_\_ Gutierrez \_\_\_\_ Heikka \_\_\_\_ Meray \_\_\_\_ Prior \_\_\_\_  
Carried \_\_\_\_\_.

**VII. Adjournment** - Time of Adjournment \_\_\_\_\_.

POLICY UPDATE 3.11.26	
<b>Board Policy Manual</b>	
<b>Policy</b>	<b>Revision(s) Summary</b>
<b>2000 Series</b>	
<b>2504</b> Public Participation at Board Meetings	Removed "and address" from Section B.1
<b>3000 Series</b>	
<b>3115B</b> Designation of Coordinators	Replaced Heidi Phelps as the Title IX Coordinator and Section 504 Coordinator

## Series 2000: Bylaws

### 2500 Board Meetings and Open Meetings Act Compliance

#### 2504 *Public Participation at Board Meetings*

Any member of the public may address the Board at a Board meeting, subject to the following rules:

- A. Except during a public participation portion of a Board meeting, no member of the public or other person may address the Board during a public meeting without the express permission of the President or other presiding officer.
- B. The Board will follow public participation rules that balance the District's interest in an orderly public meeting with an individual's First Amendment rights. A copy of these rules and any additional public participation rules adopted by the Board will be made available at Board meetings. The Board's public participation rules include, but are not limited to, the following:
  - 1. before addressing the Board, a member of the public will state their name;
  - 2. each person's public comments are limited to 3 minutes per public participation period. This time limit may be adjusted by the President or other presiding officer to facilitate public participation at Board meetings;
  - 3. persons who are part of a group or organization or who share similar viewpoints are encouraged to designate a spokesperson to address the Board;
  - 4. public comments of a personal nature are prohibited when: (a) the comments are unrelated to the manner in which a Board member or District employee performs that person's duties, and (b) the comments cause a substantial disruption to the meeting;
  - 5. any public comment not protected by the First Amendment of the U.S. Constitution is prohibited;
  - 6. Board members may ask questions of the speakers but are not required to answer questions or make statements in response to a public comment;
  - 7. written statements and documents presented to the Board by a public participant or group are public records and must be given to the Secretary or designee; and
  - 8. any audio recording, video recording, broadcasting, or telecasting must be performed from the seating area designated for the public or in the area otherwise designated by the President, Superintendent, or designee, and must not disrupt the meeting.
- C. Once the President or other presiding officer has determined that each member of the public requesting to do so has had a reasonable opportunity to address the

Board during a public participation portion of a Board meeting, the President or other presiding officer will announce that the public participation portion of the meeting has ended.

- D. If the President or other presiding officer determines that a member of the public has violated 1 or more of the above rules and refuses to come into compliance with those rules, the member of the public will lose the right to speak during public comment at that meeting. A person who persistently engages in disorderly conduct or otherwise breaches the peace at a Board meeting, after notice from the President or other presiding officer, may be removed.

Legal authority: U.S. Const, amend. I; MCL 15.263(1), 15.263(5); MCL 380.1808

Date adopted:

Date revised:

## **Series 3000: Operations, Finance, and Property**

### **3100 General Operations**

#### ***3115B Designation of Coordinators***

The District designates the following person(s) to serve as non-discrimination Coordinators:

Title IX Coordinator  
Heidi Phelps, Director of Student Services  
100 Big Red Drive  
Milan, MI 48160  
734-439-5013  
phelpsh@milanareaschools.org

Section 504 Coordinator  
Heidi Phelps, Director of Student Services  
100 Big Red Drive  
Milan, MI 48160  
734-439-5013  
phelpsh@milanareaschools.org

Civil Rights Coordinator/Employment Compliance Officer  
Ryan McMahan, Superintendent  
100 Big Red Drive  
Milan, MI 48160  
mcmahanr@milanareschool.org

A Complaint against a Coordinator listed above may be made to the Superintendent or Board President. A Complaint against the Superintendent may be made to the Board President. A Complaint against the Board President may be made to the Board Vice President.

Legal authority: 20 USC 1400 et seq., 1681 et seq.; 29 USC 206 et seq., 621 et seq., 701 et seq., 794, 2601 et seq., 6101 et seq.; 38 USC 4301 et seq.; 42 USC 1983, 2000d et seq., 2000e et seq., 2000ff et seq., 6101 et seq., 12101 et seq.; 29 CFR 1604.1 et seq., 1635; 34 CFR 106.1, et seq.; MCL 37.1101 et seq., 37.2101 et seq.

Date adopted:

Date revised:

**Milan Area Schools Directors Salary Schedule (Revised March, 2026)**

Director Position	2025-26 Annual Base Salary			2026-27 Annual Base Salary			2027-28 Annual Base Salary				
	Level 1	Level 2	Level 3	Adj. Factor%	Level 1	Level 2	Level 3	Adj. Factor%	Level 1	Level 2	Level 3
Technology Director	\$80,000	\$81,000	\$82,013	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Buildings & Grounds Director	\$85,000	\$86,063	\$87,138	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Assistant Director of PECC	\$71,000	\$71,888	\$72,786	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Transportation Director	\$55,000	\$55,688	\$56,384	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Library Director	\$55,000	\$55,688	\$56,384	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Athletic Director	\$80,000	\$81,000	\$82,013	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Theater Director	\$40,000	\$40,500	\$41,006	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Adult Education Director	\$50,000	\$50,625	\$51,258	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		

**Annual Additional Compensation:**

Longevity: (Years in MAS Director Position)	
4 - 6	\$500
7 +	\$1,000

This salary schedule applies to all Directors with an effective start date of August 1, 2025 or later in one of the listed positions

The Board of Education approves all salary schedules and may make modifications for market corrections. The Superintendent may recommend that an individual be placed at a higher level on the salary schedule.

Individuals on the salary schedule are eligible for increases on an annual basis pending individual performance and the district's financial conditions.

**MASSS Negotiations with Milan Area Schools  
2025-2026**

**ITEMS**

1. [Article 24.B.2.b](#) - Insurance Language Update
  - Change "Teacher" to "Employee"
2. [Article 24.B.3.a](#) - Insurance Language Update
  - Change "Teacher" to "Employee"
3. [Article 20.A](#) ESTA Language Addition
  - Add ESTA Language
4. [Article 20.A.2](#) - Sick Day Use Language Update
  - Change "may" to "shall"
5. [Article 24.B.1.b](#) - Insurance Language Update
  - Add hardcap language
6. [Article 10.C.1.a](#) Language on work year definition
  - Remove the word "other"
7. [Article 11E.1.a.3](#) - P. 11 Para Professional PD Notice to Work
  - Change "five (5)" to "ten (10)"
8. [Appendix B](#) - Wage Schedule pg 33
  - Increased wages by 3.56% for all three groups
  - Added additional \$0.24/per hour across wage scale for paraprofessionals using Section 271(2) funds.
  - Remove "Personal Care Paraprofessionals: Additional .10 an hour to the chart above (Medicaid defined).
9. [Appendix B](#) - RPZ Para Wage
  - Add RPZ wage scale to the paraprofessionals, matching the Special Education Paraprofessionals scale
10. [Article 11.L](#) - Working Conditions (Shirts/Coveralls) pg 15/16
  - Add "or one pair of coveralls" for custodians.
11. [Appendix B](#) - Wage Schedule (Pool Maintenance) pg 34
  - Change "Delivery/Pool Maintenance" to "Pool Maintenance"
  - Add language to provide compensation for a substitute Pool Maintenance employee, revolve "Delivery"

**ITEM 1**[Return to Index](#)**Article 24.B.2.b - Insurance Language Update****Replace:**

Health Insurance. Upon submission of a written application, the Board agrees to provide each employee, (working 5.5 hours or more per day) with health care insurance according to their family status for health care protection. The Board will offer a BCBS product and a BCN product as detailed below. A two week open enrollment period will be established between November 1 and December 15 of each year (for January 1 insurance changes). For each employee receiving District health insurance, the Board will pay the annual hard-cap amount for individual, two-person, or full family coverage (as applicable) as determined annually by the Michigan Department of Treasury toward the **teacher's** health insurance illustrative rate cost. If the cost of the District health insurance for an employee (individual, two-person, or full family coverage as applicable) is less than the Michigan Department of Treasury's hard-cap amount for the applicable coverage level, then the district will cover the total cost of the health insurance for that **teacher**. The Board will determine, in its sole discretion, the method for complying with the Michigan Publicly Funded Health Insurance Contribution Act. Insurance coverage will begin on the first day of the month following the employee's hire date.

**With:**

Health Insurance. Upon submission of a written application, the Board agrees to provide each employee, (working 5.5 hours or more per day) with health care insurance according to their family status for health care protection. The Board will offer a BCBS product and a BCN product as detailed below. A two week open enrollment period will be established between November 1 and December 15 of each year (for January 1 insurance changes). For each employee receiving District health insurance, the Board will pay the annual hard-cap amount for individual, two-person, or full family coverage (as applicable) as determined annually by the Michigan Department of Treasury toward the **employee's** health insurance illustrative rate cost. If the cost of the District health insurance for an employee (individual, two-person, or full family coverage as applicable) is less than the Michigan Department of Treasury's hard-cap amount for the applicable coverage level, then the district will cover the total cost of the health insurance for that **employee**. The Board will determine, in its sole discretion, the method for complying with the Michigan Publicly Funded Health Insurance Contribution Act. Insurance coverage will begin on the first day of the month following the employee's hire date.

**ITEM 2**[Return to Index](#)**Article 24.B.3.a - Insurance Language Update****Replace:**

Health Insurance. Upon submission of a written application, the Board agrees to provide each employee, (working 5.5 hours or more per day) with health care insurance according to their family status for health care protection. The Board will offer a BCBS product and a BCN product as detailed below. A two week open enrollment period will be established between November 1 and December 15 of each year (for January 1 insurance changes). For each employee receiving District health insurance, the Board will pay the annual hard-cap amount for individual, two-person, or full family coverage (as applicable) as determined annually by the Michigan Department of Treasury toward the **teacher's** health insurance illustrative rate cost. If the cost of the District health insurance for an employee (individual, two-person, or full family coverage as applicable) is less than the Michigan Department of Treasury's hard-cap amount for the applicable coverage level, then the district will cover the total cost of the health insurance for that **teacher**. The Board will determine, in its sole discretion, the method for complying with the Michigan Publicly Funded Health Insurance Contribution Act. Insurance coverage will begin on the first day of the month following the employee's hire date.

**With:**

Health Insurance. Upon submission of a written application, the Board agrees to provide each employee, (working 5.5 hours or more per day) with health care insurance according to their family status for health care protection. The Board will offer a BCBS product and a BCN product as detailed below. A two week open enrollment period will be established between November 1 and December 15 of each year (for January 1 insurance changes). For each employee receiving District health insurance, the Board will pay the annual hard-cap amount for individual, two-person, or full family coverage (as applicable) as determined annually by the Michigan Department of Treasury toward the **employee's** health insurance illustrative rate cost. If the cost of the District health insurance for an employee (individual, two-person, or full family coverage as applicable) is less than the Michigan Department of Treasury's hard-cap amount for the applicable coverage level, then the district will cover the total cost of the health insurance for that **employee**. The Board will determine, in its sole discretion, the method for complying with the Michigan Publicly Funded Health Insurance Contribution Act. Insurance coverage will begin on the first day of the month following the employee's hire date.

**ITEM 3**

[Return to Index](#)

**Article 20.A - ESTA Language Addition**

**Add Section 10**

Notwithstanding any contrary Agreement language, if the Michigan Earned Sick Time Act (“ESTA”) is in effect, the first 72 hours of paid sick leave may be used for any ESTA purpose each ESTA benefit year, with those 72 leave hours subject to ESTA conditions as detailed in Board Policy 4113.

**ITEM 4**[Return to Index](#)**Article 20.A.2 - Sick Day Use Language Update****Replace:**

An employee who is unable to work because of personal illness or disability shall upon application be granted a leave of absence without pay for up to one year. The leave of absence may be extended at the discretion of the Board for up to one year upon written request by the employee. The employee **may** use all or any portion of his or her accumulated sick leave prior to going on unpaid leave of absence at his or her discretion. Return from unpaid leave under this provision will be in accordance with Article 21, A. 3.

**With:**

An employee who is unable to work because of personal illness or disability shall upon application be granted a leave of absence without pay for up to one year. The leave of absence may be extended at the discretion of the Board for up to one year upon written request by the employee. The employee **shall** use all or any portion of his or her accumulated sick leave prior to going on unpaid leave of absence at his or her discretion. Return from unpaid leave under this provision will be in accordance with Article 21, A. 3.

**ITEM 5**[Return to Index](#)**Article 24.B.1.b - Insurance Language Update**

**Replace:** Health Insurance. The Board agrees to provide health insurance in accordance with all state and federal laws and timelines. The employee can choose to participate in the health insurance plan. Insurance coverage will begin on the first day of the month following the employee's hire date.

**With:** Health Insurance. The Board agrees to provide health insurance in accordance with all state and federal laws and timelines. The employee can choose to participate in the health insurance plan. For each employee receiving District health insurance, the Board will pay the annual hard-cap amount for individual coverage (as applicable) as determined annually by the Michigan Department of Treasury toward the employee's health insurance illustrative rate cost. If the cost of the District health insurance for an employee is less than the Michigan Department of Treasury's hard-cap amount for the applicable coverage level, then the district will cover the total cost of the health insurance for that employee.

**ITEM 6**  
**Article 10.C.1.a**

[Return to Index](#)

**Replace:** The work year for all other custodial and maintenance employees shall be 12 months.

**With:** The work year for all custodial and maintenance employees shall be 12 months.

**ITEM 7**

[Return to Index](#)

**Article 11.E.1.a.3 - Paraprofessional PD Day Notice to Work**

**Replace:**

There shall be a **five (5)** workday notice of the required activity, except in extenuating circumstances.

**With:** There shall be a **ten (10)** workday notice of the required activity, except in extenuating circumstances.

**ITEM 8**  
**Appendix B - Wage Schedule pg 33**

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**Wage Increases/Adjustments**

Implement the following wage increases to the current wage schedule:

Administrative Assistants - 3.56%

Paraprofessionals - 3.56% (plus additional \$0.24/per hour across wage scale for Section 271(2) funds.

Custodians - 3.56%

*\*All income adjustments for the MASSS group will only apply to staff employed at the time of ratification.*

**AND**

**Remove from Appendix B:**

Personal Care Paraprofessionals: Additional .10 an hour added to the chart above (Medicaid defined).

**ITEM 9**

[Return to Index](#)

**Appendix B Wage Schedule- Para Professionals pg 33**

**Add:**

Add an additional column to the Wage Schedule in Appendix B for Paraprofessionals. The new column would be titled RPZ and the wages would match the Special Ed wages in each row.

**ITEM 10**[Return to Index](#)**Article 11.L - Working Conditions (Shirts/Coveralls) pg 15/16****Replace:**

The district dress code for custodial maintenance employees requires safe and appropriate attire. Therefore, each year, the district will provide each custodial maintenance employee with up to 5 shirts (MAS t-shirts, MAS polos, or MAS work shirts - these items must be mutually agreed upon by the Superintendent and MASSS) not to exceed the total cost of

\$150 per employee. These shirts must be worn while working. Items that are not allowed include, but are not limited to, open toe shoes, crocks, sandals, flip flops, overly short shorts. Every third year, if requested by the employee, the \$150 for an employee can be used by the district to apply towards the cost of a pair of work boots. New employees must receive shirts for the first two years of employment. Current employees can apply the funds towards boots if they have received shirts for two years. If an employee chooses to apply the funds towards the purchase of work boots, and then does not have enough shirts to wear to work each day, it is the responsibility of the employee to purchase additional shirts.

**With:**

The district dress code for custodial maintenance employees requires safe and appropriate attire. Therefore, each year, the district will provide each custodial maintenance employee with up to 5 shirts (MAS t-shirts, MAS polos, or MAS work shirts - these items must be mutually agreed upon by the Superintendent and MASSS) not to exceed the total cost of

\$150 per employee. These shirts must be worn while working. Items that are not allowed include, but are not limited to, open toe shoes, crocks, sandals, flip flops, overly short shorts. Every third year, if requested by the employee, the \$150 for an employee can be used by the district to apply towards the cost of a pair of work boots **or one pair of coveralls**. New employees must receive shirts for the first two years of employment. Current employees can apply the funds towards boots if they have received shirts for two years. If an employee chooses to apply the funds towards the purchase of work boots, and then does not have enough shirts to wear to work each day, it is the responsibility of the employee to purchase additional shirts.

**ITEM 11**  
**Appendix B - Wage Schedule**

[Return to Index](#)

**Replace:**

Delivery/Pool Maintenance: Additional .25 an hour added to rate in the chart above

**With:**

Pool Maintenance: Additional .25 per hour added to the chart above for one trained pool maintenance person. Substitute coverage, by a trained individual, will receive the additional .25 per hour on the days substitute coverage is provided.

**MEA Tentative Agreement  
2025-2026****ITEMS**

- A. [Article 5.B](#) - Compensation - Changes retroactive to the start of the '25-'26 school year
- B. [Article 5.C.5](#) - Conference Period Purchase
- C. [Article 5.D.3 ,5.D.5, and 5.A.4](#) - Part-Time Benefits
- D. [Article 5.D.2](#) - Cash-in-lieu - Changes retroactive to January 1st, 2026
- E. [Article 5.E](#) - Unified Sports as Extra Duty
- F. [Article 7.F.3](#) - Substitute/Vacancy Language
- G. [Article 11.C](#) - MEA/NEA Officer Language
- H. [Article 5.E.1](#) - Extra-Duty Base Compensation
- I. [Article 5.E](#) - Item 13 - Building Trades Student Organization
- J. [Article 11A.1.a](#) - Added language per the Michigan Earned Sick Time Act (ESTA)
- K. [Article 5.D.1.a & Appendix E](#) - Updating Contract with 2025-2026 Insurance Plans
- L. [Appendices C & D](#) - Updated references to new MAS Board Policies

**ITEM A - Compensation**  
**Article 5B**

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Signed [Tentative Agreement](#) following the third mediation session.

Year	BA	MA
1	\$42,024	\$48,654
2	\$43,497	\$50,393
3	\$44,187	\$51,083
4	\$47,429	\$54,139
5	\$48,746	\$55,642
6	\$49,746	\$56,642
7	\$54,210	\$60,953
8	\$55,442	\$62,338
9	\$56,442	\$63,338
10	\$57,661	\$64,557
11	\$65,518	\$73,930
12-15	\$66,802	\$75,379
16	\$73,216	\$79,456

21	\$75,716	\$81,956	Year 16 + \$2,500	Year 16 + \$2,500
26	\$77,716	\$83,956	Year 21 + \$2,000	Year 21 + \$2,000
31	\$79,716	\$85,956	Year 26 + \$2,000	Year 26 + \$2,000
36	\$80,216	\$86,456	Year 31 + \$500	Year 31 + \$500

**ITEM B - Conference Period Purchase**  
**Article 5.C.5**

[Return to Index](#)

**Replace:**

A teacher, at the middle school or high school, who has their conference period purchased will be compensated at 20% of the Year 1 BA salary as defined in Article 4.B for teaching that additional period for one full year. This compensation will be prorated if the assignment is for less than one full year. The proportion will be determined using the percentage of the teacher's work year the assignment is taught.

**With:**

A teacher, at the middle school or high school, who has their conference period purchased will be compensated at one-sixth (16.66%) of ***their annual salary as defined in Article 5.B*** for teaching that additional period for one full year. This compensation will be prorated if the assignment is for less than one full year. The proportion will be determined using the percentage of the teacher's work year the assignment is taught.

**ITEM C - Part-Time Benefits**  
**Article 5.D.3, 5.D.5, and 5.A.4**

[Return to Index](#)

**5.D.3**

**Replace:**

Milan Area Schools will pay the premiums subject to the rules of the carrier, to provide \$50,000 of life insurance protection, including AD & D for all full time teachers. As in all other sections of this contract, part time teacher benefits shall be prorated.

**With:**

Milan Area Schools will pay the premiums subject to the rules of the carrier, to provide \$50,000 of life insurance protection, including AD & D for all teachers.

**5.D.5**

**Add Section 5.D.5:**

Part-time teachers will pay a pro-rated amount for health, dental, and vision insurance, or will receive a pro-rated amount of the cash-in-lieu option.

**5.A.4**

**Update Section 5.A.4:**

Remove the last sentence of 5.A.4 - "Part-time teachers will have all benefits prorated accordingly".

**ITEM D - Cash-in-lieu**  
**Article 5.D.2**

[Return to Index](#)

**Replace:**

Those teachers who do not elect either plan detailed in D.1.(a)-(e), may elect to have a monthly cash option of \$300/month.

**With:**

Those teachers who do not elect either plan detailed in D.1.(a)-(e), may elect to have a monthly cash option of \$300/month. If 51-53 MEA members elect to take the cash-in-lieu option, the benefit would increase to \$350/month for the applicable insurance enrollment period starting on January 1 each year. If 54 or more MEA members elect to take the cash-in-lieu option, the benefit would increase to \$400/month, for the applicable insurance enrollment period starting on January 1 each year. The enrollment count shall be based upon the staff elections upon the conclusion of Open Enrollment during the previous calendar year.

**ITEM E - Unified Sports as Extra Duty  
Article 5.E**

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**Add Unified Sports to Extra Duty Schedule**

**ADD - Under "ATHLETICS"**

**Unified Sports**

	Year 1	Year 3	Year 5	Year 10	Year 15
	PERCENT	PERCENT	PERCENT	PERCENT	PERCENT
UNIFIED SPORTS (Up to 3 Sports/Year)*					
Head Coach	2	2.25	2.5	2.75	3
Assistant Coach	0.75	1	1.25	1.5	1.75

**\*Unified Sports - High School**

(season for each sport, up to **3** a year: basketball, track & field, soccer., etc.)

*NOTE - MAS would like to include Unified Sports in the Extra Duty schedule, starting with 3 sports at high school and no sports at the middle school, pending program development at MMS.*

**ITEM F - Substitute/Vacancy Language**  
**Article 7.F.3**

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**Replace:**

If a new teaching position is created or a vacancy occurs in the system, teachers will be notified using the district email "staff" group as soon as the position is posted. Notice of interest must be submitted to the sender of the notification email within seven (7) calendar days of the email notification. Vacancies not caused by a leave of absence must be posted within thirty (30) work days of the termination of employment. A long term substitute (not covering a leave of absence) can only be used to fill the same vacancy until a permanent staff member can be hired. If a permanent staff member cannot be hired and a long term substitute fills the same vacancy (not covering a leave of absence) for more than 30 work days, for every work day after 30 days, the long term substitute will be paid 1/184 of the minimum Base Salary without advanced degree recognition pay rate for each day worked thereafter. The long term substitute can decide if they want to be paid by Milan Area Schools or a Third Party. The long term substitute will not be afforded any contractual obligations.

**With:**

If a new teaching position is created or a vacancy occurs in the system, teachers will be notified using the district email "staff" group as soon as the position is posted. Notice of interest must be submitted to the sender of the notification email within seven (7) calendar days of the email notification.

- a. Vacancies not caused by a leave of absence must be posted within thirty (30) work days of the termination of employment. A long term substitute (not covering a leave of absence) can only be used to fill the same vacancy until a permanent staff member can be hired. A posting must be continued until an acceptable properly certified individual is hired.
- b. If the substitute coverage qualifies as long-term substitute coverage, defined by the requirement for instructional planning and grading, the substitute will be paid the district's long-term substitute pay rate for the first 30 days in the position.
- c. If the long-term substitute assignment continues beyond 30 days, the long-term substitute will be paid at 1/184 of the minimum Base Salary without advanced degree recognition pay rate for each day worked thereafter.
- d. If at the end of that school year the long term substitute has been in the position for at least 90 work days, and the district chooses to continue their employment and placement in that position, the employee will be hired as a regular employee if qualified under the MEA contract. Otherwise, the long-term substitute will be replaced with a different long-term substitute.

**ITEM G - MEA/NEA Officer Language**  
**Article 11.C**

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**Add Section 11.C.13:**

Association Officer Leave - An individual staff member who will be serving as an officer or staff member of the Michigan Education Association (MEA) or the National Education Association (NEA) shall be granted a leave for a three year period, renewable upon application, as long as any cost to the District for maintaining salary, benefits, payroll taxes, and retirement is reimbursed by the MEA or NEA in full. The staff member on leave shall have their salary calculated as if they were normally working in their original position. Any additional pay from the association, above their salary as a Milan Area Schools employee, will not be passed through the District. It is understood that the individual will be working for the MEA or the NEA during this period of leave. It is also understood that the employee, when returning from such a leave, will not be guaranteed their original position prior to the leave. Notice of intent to return from leave shall be provided to the district no later than June 1st of that year, for the new school year commencing in August or September of that year.

**ITEM H - Extra-Duty Base Compensation**  
**Article 5.E.1**

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**Replace:**

Where percent is used, the amount will be computed using the Year 1 BA salary as defined in Article 5.B.

**With:**

Where percent is used, the compensation amount for each Schedule B position listed in Article 5.E.4, will be computed using the Year 1 BA salary as defined in Article 5.B. from the immediately preceding bargaining agreement.

**ITEM I - Building Trades Student Organization as Extra Duty  
Article 5.E**

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**Add Building Trades Student Organization to Extra Duty Schedule**

**ADD - Under "NON ATHLETICS"**

	Year 1	Year 3	Year 5	Year 10	Year 15
	PERCENT	PERCENT	PERCENT	PERCENT	PERCENT
Building Trades Student Organization	7.5	7.75	8	8.25	8.5

**ITEM J - ESTA Language**  
**Article 11.A.1.a**

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**Add the following language to 11.A.1.a**

Notwithstanding any contrary Agreement language, if the Michigan Earned Sick Time Act (“ESTA”) is in effect, the first 72 hours of paid sick leave may be used for any ESTA purpose each ESTA benefit year, with those 72 leave hours subject to ESTA conditions as detailed in Board Policy 4113.

**ITEM K - Insurance Plans  
Article 5.D.1.a.**

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**Update language in 5.D.1.a - (Move Insurance Chart to Appendices/Update Year)  
Replace:**

Upon submission of a written application, the Board agrees to provide each full time employee with health care insurance according to their family status for health care protection. The Board will offer a BCBS product and a BCN product as detailed in the attachment (with rates updated for calendar year 2025). A two week open enrollment period will be established between November 1 and December 15 of each year (for January 1 insurance changes). For each teacher receiving District health insurance, the Board will pay the annual hard-cap amount for individual, two-person, or full family coverage (as applicable) as determined annually by the Michigan Department of Treasury toward the teacher's health insurance illustrative rate cost. If the cost of the District health insurance for a teacher (individual, two-person, or full family coverage as applicable) is less than the Michigan Department of Treasury's hard-cap amount for the applicable coverage level, then the district will cover the total cost of the health insurance for that teacher. The Board will determine, in its sole discretion, the method for complying with the Michigan Publicly Funded Health Insurance Contribution Act.

**With:**

Upon submission of a written application, the Board agrees to provide each full time employee with health care insurance according to their family status for health care protection. The Board will offer a BCBS product and a BCN product as detailed in **Appendix E** (with rates updated for calendar year **2026**). A two week open enrollment period will be established between November 1 and December 15 of each year (for January 1 insurance changes). For each teacher receiving District health insurance, the Board will pay the annual hard-cap amount for individual, two-person, or full family coverage (as applicable) as determined annually by the Michigan Department of Treasury toward the teacher's health insurance illustrative rate cost. If the cost of the District health insurance for a teacher (individual, two-person, or full family coverage as applicable) is less than the Michigan Department of Treasury's hard-cap amount for the applicable coverage level, then the district will cover the total cost of the health insurance for that teacher. The Board will determine, in its sole discretion, the method for complying with the Michigan Publicly Funded Health Insurance Contribution Act.

**APPENDIX E (see end of document for full version)**

MEDICAL SUMMARY—EMPLOYEE OUT OF POCKET COST			
Blue Cross Blue Shield of Michigan & Blue Care Network—AFTER EHM			
This is a plan comparison list that shows estimated benefits only. See summaries for Out-of-Network and additional plan details.			
Benefit Highlights	BCBS CHS PPO \$500 Covered 80%	BCN HMO 1000 Covered 80%	BCN PPO 4000 Covered 80%
Annual Deductibles	\$0 Individual \$0 Family (Embedded)	\$0 Individual \$0 Family (Embedded)	\$0 Individual \$0 Family (Embedded)
Coinurance	Plan Pays 80% Member Pays 20%	Plan Pays 80% Member Pays 20%	Plan Pays 70% Member Pays 30%
Annual Coinsurance Max	\$075 Individual \$1,200 Family	N/A	N/A
Annual Out-of-Pocket Max (Includes Deductible, Copayments & Copays)	\$075 Individual \$1,200 Family	\$2,475 Individual \$4,500 Family	\$075 Individual \$1,200 Family
Preventive Care Services	Covered 100%	Covered 100%	Covered 100%
Physician Office Services	PCP \$20 copay Specialist \$20 copay Onsite Visit Covered 100% (24 visits) Chiropractic Outpatient Member pays 10%	\$20 copay \$40 copay \$20 copay \$40 copay (35 visits) Covered 80% AD	\$20 copay \$20 copay \$20 copay \$0 copay (12 visits) Member pays 10%
Urgent Care Facility	\$20 Copay	\$50 Copay	\$20 Copay
Emergency Room	\$50 Copay, waived if admitted	\$250 Copay, waived if admitted	\$50 Copay, AD waived if admitted
Diagnostic Services	Member pays 10%	Covered 80% AD	Member pays 10%
Advanced Imaging	Member pays 10%	\$150 Copay AD	Member pays 10%
In-Patient Hospital	Member pays 10%	Covered 80% AD	Member pays 10%
PRESCRIPTION DRUGS			
Tier 1: Generic	\$10 Copay	Tier 1A: \$4 Copay (Value) Tier 1B: \$10 Copay (Generics)	\$10 Copay
Tier 2: Preferred Brand	\$10 Copay	\$40 Copay	\$10 Copay
Tier 3: Non-Preferred Brand	\$10 Copay	\$80 Copay	\$10 Copay
Tier 4 & 5: Specialty Rx	\$10 Copay	20% Max \$200 20% Max \$300	\$10 Copay \$10 Copay
Mail Order (Non-Specialty)	\$10 copay	3x copay minus \$10	\$10 Copay

AD = After Deductible

Health Maintenance Organization (HMO) Plans require that your medical care be coordinated by your chosen Primary Care Physician (PCP). Should you require the care of specialists, your PCP will refer you to specialists within the HMO network; benefits outside the HMO network are limited to emergency care. For information on how to select a PCP and for a list of the participating PCPs, visit [www.bcbm.com](http://www.bcbm.com).

Preferred Provider Organization (PPO) Plans allow you flexibility to see any PPO providers or non-network providers without a referral. Staying inside your network means smaller copays and lower out-of-pocket costs. If you choose to go outside your network, you'll have higher out-of-pocket costs, and not all services may be covered.

**ITEM L - Appendices Updates  
Appendix C and Appendix D**

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**Update Appendices C and D to reflect new MAS Board Policies (effective July 1, 2025)**

**See end of document for full policies**

## Proposal Draft 11.3.2025

### APPENDIX C Series 4000: District Employment

#### 4400 Professional Staff

#### 4403 Performance Evaluation (Effective July 1, 2025)

Performance evaluations are essential to provide quality educational services and to measure competency. This Policy does not diminish the Board's authority or ability to non-renew a professional staff member's contract at the end of the contract's term, consistent with applicable statutes, collective bargaining agreements, Policies, and individual employment contracts. These Policies supersede any inconsistent past practice. The Policies, however, are not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede inconsistent Policies unless contrary to state or federal law.

##### A. Teachers as Defined by Revised School Code Section 1249 (K-12 certified teachers of record)

Teachers will be evaluated pursuant to a performance evaluation system consistent with Revised School Code Section 1249 and the Teachers' Tenure Act. This performance evaluation system will include, as appropriate, the following:

1. a year-end evaluation process that meets statutory standards;
2. an evaluation tool that incorporates components required by law, including:
  - a. locally agreed-on student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249;
  - b. the teacher's performance; and
  - c. objective criteria.
3. an individualized development plan (IDP) with performance goals developed by the evaluator in consultation with the teacher and recommended training designed to improve the teacher's effectiveness for:
  - a. all probationary teachers;
  - b. teachers rated needing support or developing; or
  - c. at the evaluator's discretion when performance deficiencies are noted.
4. classroom observations of at least 15 minutes each which include, at a minimum, a review of the teacher's lesson plan, the state curriculum standard

used in the lesson, and pupil engagement, with appropriate written feedback and a post-observation meeting between the teacher and the school administrator conducting the observation to discuss those items;

5. a mid-year progress report, if required by law, which aligns with the teacher's individualized development plan, includes specific performance goals developed by the evaluator, and any recommended training identified by the evaluator;
6. a year-end performance evaluation effectiveness rating, of effective, developing, or needing support;
7. tenured teachers rated as highly effective or effective on the 3 most recent consecutive year-end evaluations may be evaluated triennially, but if the teacher is not rated as effective on one of the triennial year-end evaluations, the teacher must receive year-end evaluations;
8. a mentor for teachers rated developing or needing support or for teachers in the first year of probation;
9. opportunity for a tenured teacher rated needing support on a year-end evaluation to request a review consistent with Revised School Code Section 1249;
10. a tool approved by MDE, a modified MDE tool, or a local evaluation tool if adopted in compliance with Revised School Code Section 1249 and corresponding regulations;
11. website posting of required information for the evaluation tool;
12. training on the evaluation tool for teachers and evaluators as required by law; and
13. other components that the Superintendent or designee deems relevant, important, or in the District's best interests.

If a tenured teacher is rated ineffective or needing support on 3 consecutive year-end evaluations, the teacher must be discharged consistent with due process. The District is not precluded from discharging a teacher at other times as provided by the Teachers' Tenure Act.

If a teacher receives an unevaluated rating, the teacher's rating from the school year immediately before the designation must be used.

#### B. Non-Teaching Professionals Subject to the Teachers' Tenure Act

The performance evaluation system for a Non-Teaching Professional with a teaching certificate subject to the Teachers' Tenure Act must include multiple observations. An IDP will be developed during the employee's probationary period. Except during the probationary period, which must include annual

evaluations, the Superintendent or designee will evaluate the employee's performance at intervals determined by the Superintendent or designee. The Superintendent or designee has discretion to select and use an evaluation tool that serves the District's best interests.

The Superintendent or designee also has discretion to implement an IDP if performance deficiencies are noted, regardless of the employee's effectiveness rating.

To the extent required by law, a tenured Non-Teaching Professional subject to the Teachers' Tenure Act rated as needing support may request a review consistent with Revised School Code 1249.

C. Non-Teaching Professionals and Teachers Not Subject to Revised School Code Section 1249

For Non-Teaching Professionals and teachers not subject to Revised School Code Section 1249, the Superintendent or designee will evaluate the employee's performance at intervals determined by the Superintendent or designee, except annual evaluation will be performed during the employee's probationary period. The Superintendent or designee has discretion to select and use an evaluation tool that serves the District's best interests.

An IDP may be established at the Superintendent's or designee's discretion.

Legal authority: MCL 38.71 et seq.; MCL 380.11a, 380.601a, 380.1233b, 380.1248, 380.1249; 380.1249a(2); MCL 423.215

Date adopted: June 25, 2025

Date revised:

**Proposal Draft 11.3.2025****APPENDIX D  
Series 4000: District Employment****4400 Professional Staff****4402 Placement (Effective July 1, 2025)**

These Policies supersede any inconsistent past practice. The Policies, however, are not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede inconsistent Policies unless contrary to state or federal law.

- A. Teacher as Defined by Revised School Code Section 1249 (K-12 certified teachers of record)

The appropriate placement of effective teachers is an essential component in promoting student academic growth, educational outcomes, and quality educational services. The Superintendent or designee may make teacher placement decisions at their discretion consistent with this Policy.

Placement includes, but is not limited to, assignment, transfer, or the filling of a position with current staff or newly hired teachers. For vacant positions see Paragraph C (Vacancy).

Placement does not include reduction in force or recall decisions governed by Policy 4405.

1. Consistent with Revised School Code Section 1248, teacher placement decisions shall be based on the following clear and transparent factors:
  - a. Staffing the curriculum with the most effective, certified, and qualified teachers to instruct the applicable courses, grades, and school schedule.
  - b. Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization, as applicable, will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations.
  - c. Teacher placement decisions must be made based on teacher effectiveness criteria established in Revised School Code Section 1249 and Policy 4403.
  - d. Teacher placement decisions will be guided by the following criteria:
    - i. Retaining the most effective teachers who are certified (or otherwise approved or authorized) and qualified to instruct the courses within the curriculum, academic level(s), and department(s).
    - ii. Teachers must be properly certified, approved, or authorized for all aspects of their assignments. The teacher's certification, authorization, or approval status will be:

- A) Determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations; and
- B) Based on documentation on file with the Superintendent's office.
  - 1) A teacher must maintain valid certification, approval, or authorization, as applicable, and is responsible for filing a copy of the certificate, approval, or authorization with the Superintendent's office in compliance with Revised School Code Section 1532.
  - 2) If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.
- iii. In addition, teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:
  - A) Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
  - B) Credentials needed for District, school, or program accreditation;
  - C) District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
  - D) Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
  - E) Disciplinary record, if any;
  - F) Length of service in a grade level(s) or subject area(s);
  - G) Recency of relevant and comparable teaching assignments;
  - H) Previous effectiveness ratings;
  - I) Attendance and punctuality;
  - J) Rapport with colleagues, parents, and students;
  - K) Ability to withstand the strain of teaching;
  - L) Compliance with state and federal law; and
  - M) Other relevant factors as determined by the Superintendent or designee.

- e. Length of service may be considered as a tiebreaker if a teacher placement decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.

B. Placement of Non-Teaching Professionals and Teachers Not Subject to Revised School Code Section 1249

If a collective bargaining agreement governs the employment of Non-Teaching Professionals or teachers not subject to Revised School Code Section 1249, the Superintendent or designee will comply with the applicable language on placement.

If a collective bargaining agreement or individual employment contract does not address the placement of Non-Teaching Professionals or teachers not subject to Revised School Code Section 1249, the Superintendent or designee is authorized to place those employees at their discretion.

C. Vacant Positions

1. Vacancies may be posted consistent with Policy 4205. The Superintendent or designee determines when a vacancy exists. Generally, a vacancy is an unassigned, open position or a newly created position which the District intends to permanently fill.
2. Vacancies may be filled by a certified and qualified internal or external candidate consistent with this Policy. The Superintendent or designee has full discretion to assign Professional Staff or contractors to cover employee absences consistent with business necessity and operational needs.

Legal authority: MCL 380.11a, 380.601a, 380.1248, 380.1249

Date adopted: June 25, 2025

Dated revised:

# MEDICAL SUMMARY—EMPLOYEE OUT OF POCKET COST

## Blue Cross Blue Shield of Michigan & Blue Care Network—AFTER EHIM

PER CALENDAR YEAR, JANUARY—DECEMBER

This is a plan comparison list that shows In-Network benefits only. See summaries for Out-of-Network and additional plan details.

Benefit Highlights	BCBS CB PPO \$5000 Option #1	BCN HMO 5000 Option #2	SB PPO 4000 Option #3 
<b>Annual Deductibles</b>	\$0 Individual \$0 Family <i>(Embedded)</i>	\$0 Individual \$0 Family <i>(Embedded)</i>	\$0 Individual \$0 Family <i>(Embedded)</i>
<b>Coinsurance</b>	Plan Pays 80% Member Pays 20%	Plan Pays 80% Member Pays 20%	Plan Pays 70% Member Pays 30%
<b>Annual Coinsurance Max</b>	\$675 Individual \$1,350 Family	N/A	N/A
<b>Annual Out-of-Pocket Max</b> (Includes Deductible, Coinsurance & Copays)	\$675 Individual \$1,350 Family	\$2,475 Individual \$4,950 Family	\$675 Individual \$1,350 Family
<b>Preventive Care Services</b>	Covered 100%	Covered 100%	Covered 100%
<b>Physician Office Services</b> PCP Specialist Online Visit Chiropractic Outpatient	\$20 copay \$20 copay \$20 copay Covered 100%(24 visits) Member pays 10%	\$20 copay \$40 copay \$20 copay \$40 copay (30 visits) Covered 80% AD	\$20 copay \$20 copay \$20 copay \$0 copay (12 visits) Member pays 10%
<b>Urgent Care Facility</b>	\$20 Copay	\$50 Copay	\$20 Copay
<b>Emergency Room</b>	\$50 Copay, waived if admitted	\$250 Copay, waived if admitted	\$50 Copay, AD waived if admitted
<b>Diagnostic Services</b>	Member pays 10%	Covered 80% AD	Member pays 10%
<b>Advanced Imaging</b>	Member pays 10%	\$150 Copay AD	Member pays 10%
<b>In-Patient Hospital</b>	Member pays 10%	Covered 80% AD	Member pays 10%
<b>PRESCRIPTION DRUGS</b>			
<b>Tier 1: Generic</b>	\$10 Copay	Tier 1A: \$4 Copay (Value) Tier 1B: \$15 Copay (Generics)	\$10 Copay
<b>Tier 2: Preferred Brand</b>	\$10 Copay	\$40 Copay	\$10 Copay
<b>Tier 3: Non-Preferred Brand</b>	\$10 Copay	\$80 Copay	\$10 Copay
<b>Tier 4 &amp; 5: Specialty Rx</b>	\$10 Copay	20%, Max \$200 20%, Max \$300	\$10 Copay \$10 Copay
<b>Mail Order (Non-Specialty)</b>	\$10 copay	3x copay minus \$10	\$10 Copay

AD = After Deductible

Health Maintenance Organization (HMO) Plans require that your medical care be coordinated by your chosen Primary Care Physician (PCP). Should you require the care of specialists, your PCP will refer you to specialists within the HMO network. Benefits outside the HMO network are limited to emergency care. For information on how to select a PCP and for a list of the participating PCPs: visit [www.bcbsm.com](http://www.bcbsm.com)

Preferred Provider Organization (PPO) Plans allows you flexibility to see any PPO providers or non-network providers without a referral. Staying inside your network means smaller copays and lower out-of-pocket costs. If you choose to go outside your network, you'll have higher out-of-pocket costs, and not all services may be covered.