

**TENTATIVE AGREEMENT BETWEEN THE
HORSEHEADS CENTRAL SCHOOL DISTRICT AND THE
BUS MECHANICS' ASSOCIATION**

Effective August 10, 2015 the District and Bus Mechanics' Association reached a Tentative Agreement for a successor contract to be effective July 1, 2014 through June 30, 2017; conditional on final ratification by the association membership and HHCS D Board of Education. All tentative changes to the collective bargaining agreement shall become effective the final date of contract ratification by the District and Association, unless otherwise stated herein.

The Parties agree to the following changes:

3 year contract (July 1, 2014 through June 30, 2017)

Salary increases:

2014 - 2015 - 2.75% (retroactive)

2015 - 2016 - 2.75%

2016 – 2017 - 2.75%

Changes to current health insurance plan:

PLAN CHANGES:

Office Visits, Surgical Care, Diagnostic Imaging, Cardiac Rehab. \$20.00 per visit

Prescription Drugs - Tier 1 (generic) \$10.00 per 30 days retail; \$0 for 90 day Mail Order
Tier 2 \$25.00 per 30 days retail; \$20 for 90 day Mail Order
Tier 3 \$40.00 per 30 days retail; \$ 30 for 90 day Mail Order

Specialty Drugs \$60.00 per 30 days or mail order drugs require prior approval; including
"Step Therapy".

Emergency Room \$100, waived if admitted

Urgent Care visit \$20.00 per visit

Additional Items:

Permanent buy-out for health insurance into retirement if have health insurance with a provider other than the District plan equal to ½ of final salary.

Increase insurance buy-out to \$4500

