

**ADDENDUM TO THE
MASTER AGREEMENT**

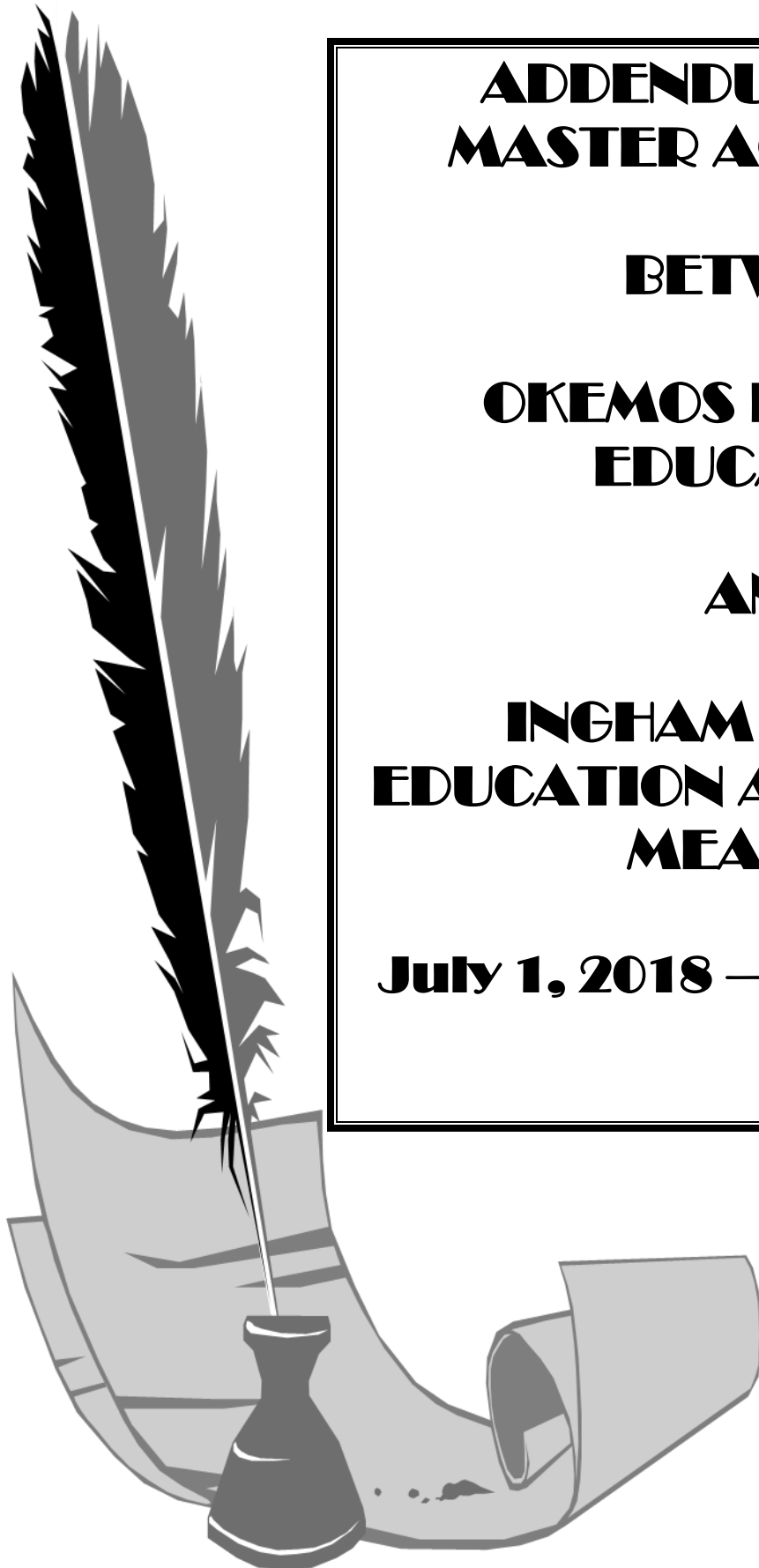
BETWEEN

**OKEMOS BOARD OF
EDUCATION**

AND

**INGHAM CLINTON
EDUCATION ASSOCIATION,
MEA/NEA**

July 1, 2018 – June 30, 2019



The Okemos Public Schools' Board of Education and the Okemos Education Association agree to extend the current 2016-2019 collective bargaining agreement from July 1, 2018 through June 30, 2019.

All of the provision of the 2016-2019 Master Agreement will remain the same with the following additions:

5.2 **SALARY SCHEDULE**

2018-2019 Salary Schedule

18-19 Step	17-18 Step	Division I	Division II	Division III
1	2	\$41,412	\$46,102	\$50,790
2	3	\$43,758	\$48,445	\$53,525
3	4	\$46,102	\$50,790	\$56,259
4	5	\$48,445	\$53,133	\$58,994
5	6	\$50,790	\$55,868	\$61,729
6	7	\$53,133	\$58,603	\$64,464
7	8	\$54,306	\$59,971	\$65,831
8	9	\$55,477	\$61,339	\$67,199
9	10	\$56,650	\$62,706	\$68,565
10	11	\$57,822	\$64,072	\$69,934
11	12	\$61,298	\$67,518	\$73,350
12	13	\$62,660	\$68,879	\$74,710
13	15	\$67,004	\$73,223	\$79,055
14	16	\$69,126	\$75,360	\$81,207
15	17	\$71,934	\$78,200	\$84,076

2018-2019: Step Advancement/1.75% Increase on Salary Schedule

Reminder: For 2018-2019, step one and 14 will be eliminated, reducing the salary schedule to 15 steps.

Based on the revised and adopted budget in November, 2018, if total revenues exceed total expenses, the Board will maintain the first \$100,000. Okemos Education Association bargaining unit members will receive their proportionate amount of the "excess" not to exceed an amount equal to 1% of the 2017-2018 wages (salary schedule only) of the bargaining unit. For the first ½% of "excess" there will be an on schedule distribution as determined by the OEA bargaining team. For the second ½% of "excess", there will be an off schedule distribution as determined by the Okemos Education Association bargaining team. Any amount greater than the \$100,000 + 1% "cap" will be maintained by the District.

Note: Should the district sell or lease any property, the revenue generated will not be considered in this equation.

5.3 **EXTRA DUTY PAY**

A years experience shall mean extra-duty activity. Credit for up to two (2) years.

SCHEDULE B			
* 2018-2019 *	STEP 1	STEP 2	STEP 3
Athletics			
BASEBALL/SOFTBALL HS ASST COACH	2429	3000	3848
BASEBALL/SOFTBALL HS HEAD COACH	3482	4436	5423
BASKETBALL HS ASST COACH BOYS/GIRLS	2635	3106	3911
BASKETBALL HS HEAD COACH BOYS/GIRLS	4110	4892	6632
BASKETBALL MS BOYS	2261	2904	3690
BASKETBALL MS GIRLS	2261	2904	3690
CHEERLEADING FRESHMAN ASST COACH	2215	2669	2855
CHEERLEADING HS VARSITY	3323	4016	5193
CHEERLEADING JV ASST COACH	2215	2669	2855
CHEERLEADING MS	1487	1782	2139
CROSS COUNTRY HS ASST COACH	1983	2481	3092
CROSS COUNTRY HS HEAD COACH	2764	3454	4309
CROSS COUNTRY MS ASST COACH	1740	2154	2846
CROSS COUNTRY MS HEAD COACH	1740	2154	2846
DANCE COACH HS	2562	3092	4016
EQUIPMENT MANAGER HS	2582	2582	2582
FOOTBALL HS ASST COACH	2635	3106	3911
FOOTBALL HS HEAD COACH	4110	4892	6632
GOLF HS ASST COACH	1491	1987	2588
GOLF HS HEAD COACH	2072	2765	3597
GYMNASTIC HS COACH	3119	3845	4737
HOCKEY HS ASST COACH	2429	3000	3848
HOCKEY HS HEAD COACH	3482	4436	5423
SKIING HS ASST COACH	1301	1796	2385
SKIING HS HEAD COACH	1816	2499	3321
SOCCER HS ASST COACH BOYS/GIRLS	2429	3000	3848
SOCCER HS HEAD COACH BOYS/GIRLS	3482	4436	5423
SWIMMING HS ASST COACH	2429	3000	3848
SWIMMING HS HEAD COACH BOYS/GIRLS	3482	4436	5423
TENNIS HS ASST COACH	1735	2232	2836
TENNIS HS HEAD COACH BOYS/GIRLS	2417	3106	3951
TRACK HS ASST COACH BOYS/GIRLS	2429	3000	3848
TRACK HS HEAD COACH BOYS/GIRLS	3482	4436	5423
TRACK MS ASST COACH	1740	2154	2846
TRACK MS HEAD COACH	2321	2989	3797
VOLLEYBALL HS ASST COACH	2429	3000	3848
VOLLEYBALL HS HEAD COACH	3482	4436	5423
VOLLEYBALL MS COACH	2261	2904	3690
WATER POLO HS ASST COACH	1735	2232	2836

SCHEDULE B			
* 2018-2019 *			
WATER POLO HS HEAD COACH	2417	3106	3951
WEIGHT ROOM SUPERVISOR HS (PER QTR)	940	940	940
WRESTLING HS ASST COACH	2429	3000	3848
WRESTLING HS HEAD COACH	3482	4436	5423
WRESTLING MS ASST COACH	1740	2154	2846
WRESTLING MS HEAD COACH	2097	2432	3253
Music			
MUSIC HS JAZZ ENSEMBLE	2417	2971	3951
MUSIC HS MARCH/SYMPH/CONCERT DIRECTOR	2749	3106	4304
MUSIC HS MARCHING BAND ASST DIRECTOR	1363	1676	2061
MUSIC HS SOMEKO SINGERS	2417	2971	3951
MUSIC HS SYMPHONY ORCHESTRA	2749	3106	4304
MUSIC HS SYMPHONY/ORCHESTRA ASST DIRECTOR	1363	1676	2061
MUSIC MS BAND	2404	2764	3594
MUSIC MS JAZZ BAND	1160	1160	1160
MUSIC MS ORCHESTRA	2404	2764	3594
MUSIC MS VOCAL	2404	2764	3594
MUSIC 6 th GRADE ORCHESTRA ENRICHMENT	1893	1893	1893
Drama			
DRAMA HS CHOREOGRAPHER	856	1055	1297
DRAMA HS DRAMATIC PRODUCTIONS	2738	3368	4143
DRAMA HS MUSIC PRODUCTIONS DIRECTOR	2738	3368	4652
DRAMA HS MUSICAL DIRECTOR	1469	1810	2223
DRAMA HS THEATER ASST DIRECTOR	1363	1676	2061
DRAMA MS CHOREOGRAPHER	616	757	933
DRAMA MS DRAMATIC PRODUCTIONS	1821	2242	2756
DRAMA MS MUSIC DIRECTOR	981	1207	1487
DRAMA MS MUSIC PRODUCTIONS DIRECTOR	1821	2242	2756
Coordinators/Dept Chairs/Advisors/Sponsors			
CAREER PATHWAYS COORDINATOR K-12	1716	1716	1716
CLASS SPONSORS HS	1732	1732	1732
DEBATE COACH HS	1889	2608	3464
DEPARTMENT CHAIRS MIDDLE SCHOOLS (6) (SS, SCIENCE, MATH, ENGLISH, ELECTIVE, EXPLORATORY)	2176	2176	2176
GERMAN EXCHANGE PROGRAM (PER NIGHT)	64	64	64
INSTRUCTION COORDINATORS HIGH SCHOOL (ENGLISH, SCIENCE, MATH, SS, FOR/LA, GUIDE, FINE ARTS, LIFE MGMT/TECH ED.)	3030	3030	3030
CONNECT ADVISOR	2035	2035	2035
HS PE AREA COORDINATOR	1779	1779	1779
HS SPECIAL EDUCATION AREA CHAIRPERSON	1779	1779	1779

SCHEDULE B			
* 2018-2019 *			
INSTRUCTIONAL TECHNOLOGY REPRESENTATIVE (PER BUILDING)	2231	2231	2231
INTERNET COORDINATOR K-12	2765	2765	2765
LANGUAGE ARTS COORDINATOR K-5	1716	1716	1716
LIBRARY COORDINATOR K-5	1716	1716	1716
MATH COORDINATOR K-5	1716	1716	1716
NATIONAL HONOR SOCIETY ADVISOR	2176	2176	2176
ADVANCED ED CHAIRPERSONS HS (2 Individuals-each)	4546	4546	4546
NEWSPAPER HS	1775	2366	3256
PE CORE CURR K-12	1716	1716	1716
PERIODICAL PUBLICATIONS	1469	2000	2875
QUIZ BOWL	1889	2608	3464
ROBOTICS COACH	1889	2298	3464
SAFETY PATROL SUPERVISOR	1503	1847	2489
SCIENCE OLYMPIAD MS & HS	1089	1089	1089
SENIOR VOLUNTEER PROJECT COORD	1716	1716	1716
SS CORE CURR 6-12	1716	1716	1716
SS CORE CURR K-5	1716	1716	1716
STUDENT COUNCIL HS	2738	3368	4143
YEARBOOK ADVISOR HS	2356	2948	3836
YEARBOOK ADVISOR MS	1469	2000	2875
SCHOOL PSYCHOLOGISTS, SPEECH PATHOLOGISTS PROGRAM SPECIALISTS, SOCIAL WORKERS:			
SERVING 4 OR MORE BUILDINGS	1160	1160	1160
SERVING 3 BUILDINGS	871	871	871
SERVING 2 BUILDINGS	581	581	581
CLUBS	869	869	869
RESIDENTIAL CAMP (Per Night)	64	64	64
Non-Schedule Extra Duty Pay			
TICKET PERSONNEL OTHER EVENTS MS/HS (Per Night)	20.35	20.35	20.35
TICKET PERSONNEL VARSITY FOOTBALL (Per Night)	40.70	40.70	40.70
TICKET PERSONNEL VARSITY/JV BASKETBALL (Per Night)	40.70	40.70	40.70
TIMING/SCORING OTHER EVENTS MS/HS (Per Night)	25.44	25.44	25.44
TIMING/SCORING VARSITY/JV BASKETBALL (Per Night)	40.70	40.70	40.70
TIMING SCORING VARSITY FOOTBALL (Per Night)	35.61	35.61	35.61
GAME ANNOUNCER (Per Night)	40.70	40.70	40.70
MS GAME MANAGER (Per Night)	40.70	40.70	40.70
HS GAME MANAGER (Per Night)	55.96	55.96	55.96

ATHLETIC COACHING LONGEVITY PAY Coaches are eligible for longevity pay provided:

1. They have coached in the same sport for a certain number of years at the Okemos Schools, or
2. They have coached a certain number of years, regardless of what sport at the Okemos Schools.

Coaching is defined as being paid by the Okemos School System for coaching service.

5 years of coaching	\$ 283.00
7 years of coaching	597.00
10 years of coaching	845.00
12 years of coaching	1,129.00
15 years of coaching	1,412.00
17 years of coaching	1,694.00
20 years of coaching	1,977.00

INSURANCE BENEFITS

Option to re-open for health insurance discussion within 30 days of receipt of MEESSA rates for 2019. The re-opener would be solely for the purpose of insurance. The insurance change options would be limited to a MESSA Plan or WMHIP plan.

Option A:

Continue with MESSA coverage through June 30, 2019. Individual members assume full cost of any rate increases above the budgeted 9% annual increase from January 1, 2019 through June 30, 2019.

OR

Option B:

Change of January 1, 2019 to WMHIP \$1350/2700 deductible + HSA. Board continues to fund 50% of HSA. Additional .5% increase on salary schedule.

Any plan changes that generate savings to the district will be open to negotiations.

Note: By law, any salary increases negotiated with insurance savings would not be retroactive. If a change happened to WMHIP in January, 2019 we would collaborate on a carrier for life, LTD, dental and vision coverage.

Limit negotiation session to 2 sessions and at the conclusion of two sessions the default is remain with MESSA insurance.

Okemos Public Schools 2018 - 2019 Calendar

August 23		Welcome & Records Day for Teachers
August 27	No School PM K-12	First Day of School Professional Development for Teachers PM
August 31-September 3	No School K-12	Labor Day
September 19	2 Hour Early Release K-12	Professional Development
October 17	2 Hour Early Release K-12	Professional Development
October 22 – November 8		P/T Conferences K-12
October 26		End of 1 st Quarter
November 6	No School K-8 Full Day 9-12	Records Day AM P/T Conference PM
November 9	No School K-12	
November 14	2 Hour Early Release K-12	Professional Development
November 21 - 23	No School K-12	Thanksgiving Recess
November 23		End of 1 st Trimester (5-8)
December 12	2 Hour Early Release K-12	Professional Development
December 24 – January 4	No School K-12	Winter Recess (School Resumes January 7)
January 7	School Resumes K-12	
January 16	No School PM 9-12	Record's Day
January 17	No School PM 9-12	Record's Day
January 18	No School PM K-12	Record's Day End of 1 st Semester (9-12)
January 21	No School K-12	Martin Luther King, Jr. Day
January 30	2 Hour Early Release K-12	Professional Development
February 18	No School K-12	President's Day
February 20	2 Hour Early Release K-12	Professional Development
March 4 – 22		P/T Conferences K-12
March 8		End of 2 nd Trimester (5-8)
March 12	No School K-8 Full Day 9-12	Records Day AM P/T Conferences PM
March 20	2 Hour Early Release K-12	Professional Development
March 22		End of 3 rd Quarter
March 28&29	No School K-12	
April 1– 5	No School K-12	Spring Recess
April 24	2 Hour Early Release K-12	Professional Development
May 15	2 Hour Early Release K-12	Professional Development
May 27	No School K-12	Memorial Day
June 10	No School PM 9-12 Full Day K-8	Records Day
June 11	No School PM 9-12 Full Day K-8	Records Day
June 12	No School PM K-12	Last Day of School/Records Day