

**Addendum to the
Master Agreement
Between
Okemos Board of Education
and
SEIU Local 517M,
Okemos Transportation
Association
2018-2019**

**OKEMOS PUBLIC SCHOOLS
OKEMOS, MICHIGAN**



The Okemos Public Schools' Board of Education and the Okemos Transportation Association SEIU Local 517M 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:

Salary Schedule*:

| | <i>2018-19</i> |
|--------------------|-----------------------|
| Hourly Rate | |
| Step 1 | \$15.29 |
| Step 1.5 | \$15.74 |
| Step 2 | \$16.22 |
| Step 2.5 | \$16.56 |
| Step 3 | \$16.91 |
| Step 3.5 | \$17.61 |
| Step 4 | \$18.52 |

* Step Advancement + 1.75% Increase on Salary Schedule and Longevity

G. All full time drivers receive longevity pay as follows:

| | <i>2018-19</i> |
|-------------------------------|-----------------------|
| After 3 years through 5 years | \$710 |
| 6 years through 10 years | \$927 |
| 11 years through 20 years | \$1218 |
| 21 years or more | \$1653 |

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 Transportation 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 transportation bargaining team. For the second ½% of "excess", there will be an off schedule distribution as determined by the Okemos Transportation 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.

Health Insurance:

- Change from PHP POS to WMHIP BC/BS \$0 deductible plan effective July 1, 2018.
- Employees will have the option to elect the WMHIP BC/BS high deductible (1350/2700) plan with an HSA on January 1, 2019.
 - The district will contribute for single subscriber insurance \$1100 to the HSA at \$100 per month from the first pay in January 2019 through the first pay in December 2019.
 - If 2-person or family coverage is elected the contribution to HSA and the premium will be pro-rated in accordance with contractual guidelines.