

ADDENDUM TO THE
MASTER
AGREEMENT

BETWEEN THE

OKEMOS BOARD OF EDUCATION

AND THE

OKEMOS
CUSTODIAL/MAINTENANCE/FOOD
SERVICE UNITS
MEA/NEA

JULY 1, 2008 TO JUNE 30, 2009

**Board/Association Agreement
Extension of Master Agreement 2005-08**

The Okemos Public Schools' Board of Education and the Okemos Custodial/Maintenance/Food Service Units MEA/NEA agree to extend the current 2005-08 collective bargaining agreement from July 1, 2008 through June 30, 2009.

All of the provisions of the 2005-08 Master Agreement will remain the same with the following additions:

Salary Schedule *

Custodial/Maintenance

Classifications	2008-09
A-Probationary	\$16.70
0-3 years	\$18.29
4-7 years	\$19.85
8+ years	\$21.47
B-Probationary	\$16.12
0-3 years	\$17.42
4-7 years	\$18.39
8+ years	\$19.38
C-Probationary	\$15.92
0-3 years	\$17.20
4-7 years	\$17.77
8+ years	\$18.31
D-Probationary	\$15.67
0-3 years	\$16.70
4-7 years	\$17.20
8+ years	\$17.84

Food Service

Classifications	2008-09	
	Probationary	Regular
AA	\$13.02	\$13.33
BB	\$11.96	\$12.25
CC	\$11.20	\$11.45
DD	\$11.66	\$11.96
Grandfathered (Lead Cook – HS, Baker, Lead Cahier – HS)	\$12.47	\$12.79

Longevity

After 5 Years	\$679
After 10 Years	\$1,151
After 17 Years	\$1,838

* Increase = 1.5% + .54% (50% of savings from health plan) retroactive to July 1, 2008.

Additional Wages:

1. .27% increase off schedule – equates to 25% of the savings from changing health insurance plans (from MESSA Tri-med to MESSA Choices II with a \$10/\$20 drug card.)
2. If the blended enrollment count (25% of February, 2008 and 75% of September, 2008) for the 2008-2009 school year decreases less than or equal to 40 FTEs from the 2007-2008 blended count (4157.76 FTEs), the bargaining unit members will receive an additional .25% increase on the salary schedule. This will be paid on or before the 2nd pay in March, 2009.

Other

- Beginning July 1, 2008, Food Service employees must work at least 4 hours per day (20 hours per week) to be eligible for life and single coverage dental and vision. Further, a food service bargaining unit member must work at least six (6) weeks before being eligible for benefits.
- Bargaining unit members hired prior to July 1, 2008 will be grandfathered and maintain their current insurance coverage.
- The Board will provide a vision program as follows:
 - Complete Vision Examination \$75
 - Single Vision Lenses (each pair) \$180
 - Biofocal Lenses (each pair) \$190
 - Trifocal Lenses (each pair) \$200
 - Progressive Lenses (each pair) \$190
 - Contact Lenses (each pair) \$160
 - Frames \$80

An employee requiring a vision examination every twelve (12) months for medical reasons will have a benefit of \$58 each year. A medical statement must be forwarded to the Deputy Superintendent to initiate this plan.

For The Board

Date

For The Association

Date