

ADDENDUM TO THE
AGREEMENT
BETWEEN

OKEMOS BOARD
OF EDUCATION
AND
ASSOCIATION OF
OKEMOS
ADMINISTRATORS

July 1, 2018 - June 30, 2019

The Okemos Public Schools' Board of Education and the Association of Okemos Administrators 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

18-19 Salary Schedule*

Position	Days Worked	-1-	-2-	-3-	-4-	-5-
H.S. Principal	217	\$110,883	\$113,081	\$115,325	\$117,616	\$120,829
Kinawa/CMS Principal	207	\$102,867	\$104,912	\$107,000	\$109,131	\$112,470
Elementary Principal						
A (500+)	202	\$99,658	\$101,620	\$103,622	\$105,668	\$108,918
B (400+)	202	\$98,793	\$100,755	\$102,758	\$104,803	\$108,053
C (300+)	202	\$97,949	\$99,895	\$101,879	\$103,905	\$107,139
D (200+)	202	\$97,105	\$99,034	\$101,002	\$103,009	\$106,224
H.S. Asst. Principal	207	\$96,819	\$98,741	\$100,703	\$102,702	\$105,912
CMS Asst. Principal/A.D.	197	\$89,862	\$91,643	\$93,460	\$95,313	\$98,371
Kinawa Asst. Principal	197	\$87,983	\$89,752	\$91,521	\$93,290	\$95,707
Director of Comm. Ed.	207	\$91,759	\$93,564	\$95,407	\$97,287	\$100,369
Director of Special Ed.	207	\$98,673	\$100,594	\$102,555	\$104,556	\$107,750
Athletic Director	207	\$89,701	\$91,463	\$93,264	\$95,100	\$98,139
Director of Media/Tech	222	\$96,019	\$97,889	\$99,794	\$101,738	\$104,884
(See letter of agreement)						

* Step Advancement + 1.75% Increase on Salary Schedule

**In 2018-2019, step 4.5 was eliminated.

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

ARTICLE XVII -HEALTH BENEFITS

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 annually to the HSA on a monthly basis 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 the HSA will be \$2200 annually on a monthly basis from January 2019 through December 2019.

ARTICLE XVIII – LONGEVITY

Administrators shall receive a longevity payment for years of administrative service in the Okemos Public Schools in addition to the salary schedule.

Longevity	2018-2019
Beginning with the 8th year of service	\$1,763
Beginning with the 10th year of service	\$3,525