

**ADDENDUM TO THE
AGREEMENT**

between

**OKEMOS PUBLIC SCHOOLS
BOARD OF EDUCATION**

4406 North Okemos Road
Okemos, MI 48864-2553

and

**INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 324 - A, B, C, D, G, H, P, RA, S -AFL-CIO**

500 Hulet Drive
Bloomfield Township, MI 48302

CLERICAL/TECHNICAL UNIT

July 1, 2018 – June 30, 2019

The Okemos Public Schools' Board of Education and the Okemos Clerical/Technical Unit Local 324 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:

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.
 - Employees that work less than full time will have contributions to the HSA and the premium prorated in accordance with the contractual guidelines.

Salary Schedule*:

Secretary/Paraprofessionals

2018-2019 Salary Schedule

1.75% Increase to Steps

	I	II	III	IV
Starting (40 Days)	\$17.03	\$16.24	\$15.06	\$13.37
1	\$17.46	\$16.66	\$15.40	\$13.79
1.5	\$17.72	\$16.90	\$15.64	\$14.04
2	\$17.98	\$17.15	\$15.88	\$14.26
2.5	\$18.25	\$17.39	\$16.12	\$14.51
3	\$18.51	\$17.62	\$16.34	\$14.74
3.5	\$18.76	\$17.88	\$16.60	\$15.01
4	\$19.02	\$18.13	\$16.86	\$15.29
4.5	\$19.19	\$18.34	\$17.16	\$15.56
5	\$19.37	\$18.53	\$17.44	\$15.84
5.5	\$19.92	\$19.03	\$17.82	\$16.25
6	\$21.04	\$20.08	\$18.70	\$17.13

Note: Employees receive a full step in 18-19

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 Clerical/Technical Unit 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 Clerical/Technical Unit bargaining team. For the second ½% of “excess”, there will be an off schedule distribution as determined by the Clerical/Technical Unit 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.