ADDENDUM TO THE MASTER AGREEMENT

BETWEEN THE

OKEMOS BOARD OF EDUCATION

AND THE

OKEMOS CUSTODIAL/MAINTENANCE/ FOOD SERVICE UNITS

MEA/NEA

JULY 1, 2018 – JUNE 30, 2019

The Okemos Public Schools' Board of Education and the Okemos Custodial/Maintenance/Food Service Units MEA/NEA 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:

ARTICLE 19: HOSPITALIZATION, AND OTHER INSURANCE PROVISIONS

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.

ARTICLE 20: COMPENSATION AND LONGEVITY

Increased by 1.75%
Full Step Advancement 2018-2019
Food Service Tiered Schedule Adjustment

2018-2019

Food Service Salary Schedule			
Classification		Probationary	Regular
AA		$15.29	$15.63
BB		$12.88	$13.19
CC		$12.10	$12.35
DD		$12.07	$12.88
Longevity - prorated for part time employees (Article 20, paragraph G.2.)			
After 5 years		$648	
After 10 years		$1,099	
After 17 years		$1,820	

2018-2019 Salary Schedule
Custodial/Maintenance

Classifications		Wages
A-Probationary		$17.30
0-3 years		$18.94
3.5 years		$19.75
4-7 years		$20.55
7.5 years		$21.40
8+ years		$22.22
B-Probationary		$16.69
0-3 years		$18.04
3.5 years		$18.55
4-7 years		$19.04
7.5 years		$19.55
8+ years		$20.06
C-Probationary		$16.48
0-3 years		$17.80
3.5 years		$18.10
4-7 years		$18.39
7.5 years		$18.67
8+ years		$18.95
D-Probationary		$16.22
0-3 years		$17.30
3.5 years		$17.55
4-7 years		$17.80
7.5 years		$18.14
8+ years		$18.46
Increase granted on anniversary of employment.		

Note: Full step movement in 2018-2019
Increased 1.75%

Longevity		
After 5 years		$648.00
After 10 years		$1,099.00
After 17 years		$1,820.00
Longevity Increased by .5%		

Tiered Salary Schedule: Effective with employees hired into the bargaining unit after July 1, 2010.

2018-2019 Salary Schedule

Custodial/Maintenance	
Classifications	Wages
A Probationary	$17.08
0-3 years	$18.89
3.5 years	$19.70
4-7 years	$20.50
7.5 years	$21.13
8+ years	$22.17
B Probationary	$16.65
0-3 years	$18.00
3.5 years	$18.50
4-7 years	$19.00
7.5 years	$19.50
8+ years	$20.01
B-1 Probationary	$15.77
0-3 years	$16.55
3.5 years	$16.97
4-7 years	$17.38
7.5 years	$17.81
8+ years	$18.24
C Probationary	$14.75
0-3 years	$15.79
3.5 years	$16.08
4-7 years	$16.27
7.5 years	$16.68
8+ years	$17.08
D Probationary	$14.25
0-3 years	$14.96
3.5 years	$15.33
4-7 years	$15.71
7.5 years	$16.11
8+ years	$16.49

Based on the revised and adopted budget in November, 2018, if total revenues exceed total expenses, the Board will maintain the first $100,000. Custodial/Maintenance/Food Service 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 Custodial/Maintenance/Food Service bargaining team. For the second ½% of "excess", there will be an off schedule distribution as determined by the Custodial/Maintenance/Food Service 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.