

ADDENDUM TO THE
AGREEMENT
BETWEEN

OKEMOS BOARD
OF EDUCATION
AND
ASSOCIATION OF
OKEMOS
ADMINISTRATORS

July 1, 2020 - June 30, 2021

The Okemos Public Schools' Board of Education and the Association of Okemos Administrators agree that all of the provisions of the 2019-2022 Master Agreement will remain the same with the following additions:

SALARY SCHEDULE

Association of Okemos Administrators

2020-2021 Salary Schedule*

Position	Days Worked	-1-	-2-	-3-	-4-	-5-
H.S. Principal	217	\$114,158	\$116,421	\$118,731	\$121,090	\$124,397
Kinawa/CMS Principal	207	\$105,905	\$108,011	\$110,160	\$112,354	\$115,792
Elementary Principal						
A (500+)	202	\$102,586	\$104,596	\$106,647	\$108,764	\$112,073
B (450+)	202	\$102,100	\$104,110	\$106,161	\$108,257	\$111,586
C (400+)	202	\$101,711	\$103,731	\$105,792	\$107,899	\$111,244
D (300+)	202	\$100,842	\$102,844	\$104,887	\$106,974	\$110,303
E (200+)	202	\$99,974	\$101,959	\$103,985	\$106,051	\$109,361
H.S. Asst. Principal	207	\$99,678	\$101,657	\$103,677	\$105,736	\$109,040
CMS Asst. Principal/A.D.	197	\$92,516	\$94,350	\$96,221	\$98,128	\$101,277
Kinawa Asst. Principal	197	\$90,582	\$92,403	\$94,224	\$96,045	\$98,533
Director of Special Ed.	207	\$101,587	\$103,565	\$105,584	\$107,644	\$110,933
Athletic Director	207	\$92,350	\$94,164	\$96,018	\$97,909	\$101,038

* No Step Advancement
0% Increase on Salary Schedule

Tier 1:

Based on the revised and adopted budget in November/December 2020 and the 2019-20 final net impact to fund balance after the audit, using the June 30, 2020 adopted budget as a baseline, if the combined net impact to fund balance exceeds \$825,000, the Board will maintain the first \$150,000. AOA members will then receive step increases retroactive to the beginning of the contract year.

Tier 2:

Based on the revised and adopted budget in November/December 2020 and the 2019-20 final net impact to fund balance after the audit, using the June 30, 2020 adopted budget as a baseline, if combined net impact to fund balance exceeds \$1,200,000, Tier 1 will be implemented. In addition to Tier 1, there will also be an on-scale ½% increase to step 5 of the salary schedule. Any amount greater than the \$1.2 million will be maintained by the District.

If there are no changes from the original 2019-2020 foundation allowance (\$8,529) either in 2019-2020 or 2020-2021, the AOA and the District would agree to reopen negotiations for the purpose of salary and benefits. Negotiation sessions would be limited to 2 sessions and the default would be to remain with the trigger language agreed upon.

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:

- Maintain health insurance benefit levels at the current levels.
 - \$250/\$500 Deductible PPO Plan
 - \$1400/\$2800 HSA Plan with contribution to HSA by the District in the amounts of \$1000/\$2000 annually, paid on a monthly basis.
 - ACA Plan