

ADDENDUM TO THE
MASTER AGREEMENT

BETWEEN THE

OKEMOS BOARD OF EDUCATION

AND THE

OKEMOS
CUSTODIAL/MAINTENANCE/
FOOD SERVICE UNITS

MEA/NEA

JULY 1, 2020 – JUNE 30, 2021

The Okemos Public Schools' Board of Education and the Okemos Custodial/Maintenance/Food Service Units MEA/NEA agree that all of the provisions of the 2019-2022 Master Agreement will remain the same with the following additions:

ARTICLE 19: HOSPITALIZATION, AND OTHER INSURANCE PROVISIONS

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

ARTICLE 20: COMPENSATION AND LONGEVITY

Increased by 0%
 No Step Advancement 2020-2021
 Food Service Tiered Schedule Adjustment

2020-2021

Food Service Salary Schedule			
Classification		Probationary	Regular
AA		\$15.75	\$16.08
BB		\$13.26	\$13.57
CC		\$12.46	\$12.71
DD		\$12.94	\$13.26
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	

**2020-2021 Salary Schedule
Custodial/Maintenance**

Increased 0%	Wages
Classifications	2020-2021
A-Probationary	\$17.81
0-3 years	\$19.50
3.5 years	\$20.33
4-7 years	\$21.16
7.5 years	\$22.03
8+ years	\$22.88
B-Probationary	\$17.18
0-3 years	\$18.57
3.5 years	\$19.09
4-7 years	\$19.61
7.5 years	\$20.13
8+ years	\$20.65
C-Probationary	\$16.97
0-3 years	\$18.33
3.5 years	\$18.64
4-7 years	\$18.93
7.5 years	\$19.23
8+ years	\$19.51
D-Probationary	\$16.70
0-3 years	\$17.81
3.5 years	\$18.07
4-7 years	\$18.33
7.5 years	\$18.67
8+ years	\$19.01
Longevity	
After 5 Years	\$648
After 10 Years	\$1,099
After 17 Years	\$1,820

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

**2020-2021 Salary Schedule
Custodial/Maintenance**

Classifications	Wages
	2020-2021
A Probationary	\$ 17.59
0-3 years	\$ 19.45
3.5 years	\$ 20.28
4-7 years	\$ 21.11
7.5 years	\$ 21.76
8+ years	\$ 22.82
B Probationary	\$ 17.14
0-3 years	\$ 18.53
3.5 years	\$ 19.05
4-7 years	\$ 19.56
7.5 years	\$ 20.08
8+ years	\$ 20.60
B-1 Probationary	\$ 16.24
0-3 years	\$ 17.04
3.5 years	\$ 17.47
4-7 years	\$ 17.89
7.5 years	\$ 18.33
8+ years	\$ 18.78
C Probationary	\$ 15.19
0-3 years	\$ 16.26
3.5 years	\$ 16.55
4-7 years	\$ 16.75
7.5 years	\$ 17.17
8+ years	\$ 17.59
D Probationary	\$ 14.67
0-3 years	\$ 15.40
3.5 years	\$ 15.79
4-7 years	\$ 16.17
7.5 years	\$ 16.58
8+ years	\$ 16.98

Note: No step movement in 2020-2021

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. Custodial/Maintenance/Food Service 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 anyone on the top step 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 Custodial/Maintenance/Food Service 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.