



**ADDENDUM TO THE  
MASTER AGREEMENT**

**BETWEEN**

**OKEMOS BOARD OF  
EDUCATION**

**AND**

**INGHAM CLINTON  
EDUCATION ASSOCIATION,  
MEA/NEA**

**July 1, 2020 – June 30, 2021**

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

## 5.2 **SALARY SCHEDULE**

### 2020-2021 Salary Schedule

20-21 Step	Division I	Division II	Division III
1	42,636	47,463	52,289
2	45,050	49,876	55,105
3	47,463	52,289	57,920
4	49,876	54,702	60,736
5	52,289	57,517	63,551
6	54,702	60,334	66,367
7	55,911	61,743	67,775
8	57,116	63,150	69,182
9	58,324	64,559	70,590
10	59,531	65,964	71,998
11	63,108	69,512	75,516
12	64,511	70,914	76,916
13	68,984	75,385	81,389
14	71,168	77,585	83,605
15	74,059	80,509	86,559

Notes For 2020-21:

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. OEA 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 15 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 OEA and the District would agree to reopen negotiations for the purpose of salary and benefits. Negotiation sessions would be limited to 3 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.

#### 5.4 **INSURANCE BENEFITS**

- Continue with MESSA coverage through June 30, 2021.
- Individual members assume full cost of any rate increase above the budgeted 4.15% annual increase from January 1, 2021 through June 30, 2021.

#### 5.3 **EXTRA DUTY PAY**

*A years experience shall mean extra-duty activity. Credit for up to two (2) years.*

<b>SCHEDULE B</b>			
<b>* 2020-2021 *</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>
<b>Athletics</b>			
BASEBALL/SOFTBALL HS ASST COACH	2429	3000	3848
BASEBALL/SOFTBALL HS HEAD COACH	3482	4436	5423
BASKETBALL HS ASST COACH BOYS/GIRLS	2635	3106	3911
BASKETBALL HS HEAD COACH BOYS/GIRLS	4110	4892	6632
BASKETBALL MS BOYS	2261	2904	3690
BASKETBALL MS GIRLS	2261	2904	3690
CHEERLEADING FRESHMAN ASST COACH	2215	2669	2855
CHEERLEADING HS VARSITY	3323	4016	5193
CHEERLEADING JV ASST COACH	2215	2669	2855
CHEERLEADING MS	1487	1782	2139
CROSS COUNTRY HS ASST COACH	1983	2481	3092
CROSS COUNTRY HS HEAD COACH	2764	3454	4309
CROSS COUNTRY MS ASST COACH	1740	2154	2846
CROSS COUNTRY MS HEAD COACH	1740	2154	2846
DANCE COACH HS	2562	3092	4016
EQUIPMENT MANAGER HS	2582	2582	2582
FOOTBALL HS ASST COACH	2635	3106	3911
FOOTBALL HS HEAD COACH	4110	4892	6632
GOLF HS ASST COACH	1491	1987	2588
GOLF HS HEAD COACH	2072	2765	3597
GYMNASTIC HS COACH	3119	3845	4737
HOCKEY HS ASST COACH	2429	3000	3848
HOCKEY HS HEAD COACH	3482	4436	5423
SKIING HS ASST COACH	1301	1796	2385
SKIING HS HEAD COACH	1816	2499	3321
SOCCER HS ASST COACH BOYS/GIRLS	2429	3000	3848
SOCCER HS HEAD COACH BOYS/GIRLS	3482	4436	5423
SWIMMING HS ASST COACH	2429	3000	3848
SWIMMING HS HEAD COACH BOYS/GIRLS	3482	4436	5423
TENNIS HS ASST COACH	1735	2232	2836
TENNIS HS HEAD COACH BOYS/GIRLS	2417	3106	3951
TRACK HS ASST COACH BOYS/GIRLS	2429	3000	3848
TRACK HS HEAD COACH BOYS/GIRLS	3482	4436	5423

TRACK MS ASST COACH	1740	2154	2846
TRACK MS HEAD COACH	2321	2989	3797
VOLLEYBALL HS ASST COACH	2429	3000	3848
VOLLEYBALL HS HEAD COACH	3482	4436	5423
VOLLEYBALL MS COACH	2261	2904	3690
WATER POLO HS ASST COACH	1735	2232	2836
<b>SCHEDULE B</b>			
<b>* 2020-2021 *</b>			
WATER POLO HS HEAD COACH	2417	3106	3951
WEIGHT ROOM SUPERVISOR HS (PER QTR)	940	940	940
WRESTLING HS ASST COACH	2429	3000	3848
WRESTLING HS HEAD COACH	3482	4436	5423
WRESTLING MS ASST COACH	1740	2154	2846
WRESTLING MS HEAD COACH	2097	2432	3253
<b>Music</b>			
MUSIC HS JAZZ ENSEMBLE	2417	2971	3951
MUSIC HS MARCH/SYMPH/CONCERT DIRECTOR	2749	3106	4304
MUSIC HS MARCHING BAND ASST DIRECTOR	1363	1676	2061
MUSIC HS SOMEKO SINGERS	2417	2971	3951
MUSIC HS SYMPHONY ORCHESTRA	2749	3106	4304
MUSIC HS SYMPHONY/ORCHESTRA ASST DIRECTOR	1363	1676	2061
MUSIC MS BAND	2404	2764	3594
MUSIC MS JAZZ BAND	1160	1160	1160
MUSIC MS ORCHESTRA	2404	2764	3594
MUSIC MS VOCAL	2404	2764	3594
MUSIC 6 <sup>th</sup> GRADE ORCHESTRA ENRICHMENT	1893	1893	1893
<b>Drama</b>			
DRAMA HS CHOREOGRAPHER	856	1055	1297
DRAMA HS DRAMATIC PRODUCTIONS	2738	3368	4143
DRAMA HS MUSIC PRODUCTIONS DIRECTOR	2738	3368	4652
DRAMA HS MUSICAL ORCHESTRA CONDUCTOR	960	1200	1500
DRAMA HS MUSICAL VOCAL DIRECTOR	1152	1440	1800
DRAMA HS THEATER ASST DIRECTOR	1363	1676	2061
DRAMA MS CHOREOGRAPHER	616	757	933
DRAMA MS DRAMATIC PRODUCTIONS	1821	2242	2756
DRAMA MS MUSIC DIRECTOR	981	1207	1487
DRAMA MS MUSIC PRODUCTIONS DIRECTOR	1821	2242	2756
<b>Coordinators/Dept Chairs/Advisors/Sponsors</b>			
CAREER PATHWAYS COORDINATOR K-12	1716	1716	1716
CLASS SPONSORS HS	1732	1732	1732
DEBATE COACH HS	1889	2608	3464
DEPARTMENT CHAIRS MIDDLE SCHOOLS (6) (SS, SCIENCE, MATH, ENGLISH, ELECTIVE, EXPLORATORY)	2176	2176	2176
GERMAN EXCHANGE PROGRAM (PER NIGHT)	64	64	64
INSTRUCTION COORDINATORS HIGH SCHOOL (ENGLISH, SCIENCE, MATH, SS, FOR/LA, GUIDE, FINE ARTS, LIFE MGMT/TECH ED.)	3030	3030	3030

CONNECT ADVISOR	2691	3310	4072
ACTION ADVISOR	2691	3310	4072
HS PE AREA COORDINATOR	1779	1779	1779
HS SPECIAL EDUCATION AREA CHAIRPERSON	1779	1779	1779
<b>SCHEDULE B</b>			
<b>* 2020-2021 *</b>			
INSTRUCTIONAL TECHNOLOGY REPRESENTATIVE (PER BUILDING)	2231	2231	2231
INTERNET COORDINATOR K-12	2765	2765	2765
LANGUAGE ARTS COORDINATOR K-5	1716	1716	1716
LIBRARY COORDINATOR K-5	1716	1716	1716
MATH COORDINATOR K-5	1716	1716	1716
NATIONAL HONOR SOCIETY ADVISOR	2176	2176	2176
ADVANCED ED CHAIRPERSONS HS (2 Individuals-each)	4546	4546	4546
NEWSPAPER HS	1775	2366	3256
PE CORE CURR K-12	1716	1716	1716
PERIODICAL PUBLICATIONS	1469	2000	2875
QUIZ BOWL	1889	2608	3464
ROBOTICS COACH	1889	2298	3464
SAFETY PATROL SUPERVISOR	1503	1847	2489
SCIENCE OLYMPIAD MS & HS	1089	1089	1089
SENIOR VOLUNTEER PROJECT COORD	1716	1716	1716
SS CORE CURR 6-12	1716	1716	1716
SS CORE CURR K-5	1716	1716	1716
STUDENT COUNCIL HS	2738	3368	4143
YEARBOOK ADVISOR HS	2356	2948	3836
YEARBOOK ADVISOR MS	1469	2000	2875
SCHOOL PSYCHOLOGISTS, SPEECH PATHOLOGISTS PROGRAM SPECIALISTS, SOCIAL WORKERS, ELL:			
SERVING 4 OR MORE BUILDINGS	1160	1160	1160
SERVING 3 BUILDINGS	871	871	871
SERVING 2 BUILDINGS	581	581	581
CLUBS	869	869	869
RESIDENTIAL CAMP (Per Night)	64	64	64
<b>Non-Schedule Extra Duty Pay</b>			
TICKET PERSONNEL OTHER EVENTS MS/HS (Per Night)	20.35	20.35	20.35
TICKET PERSONNEL VARSITY FOOTBALL (Per Night)	40.70	40.70	40.70
TICKET PERSONNEL VARSITY/JV BASKETBALL (Per Night)	40.70	40.70	40.70
TIMING/SCORING OTHER EVENTS MS/HS (Per Night)	25.44	25.44	25.44
TIMING/SCORING VARSITY/JV BASKETBALL (Per Night)	40.70	40.70	40.70
TIMING SCORING VARSITY FOOTBALL (Per Night)	35.61	35.61	35.61
GAME ANNOUNCER (Per Night)	40.70	40.70	40.70
MS GAME MANAGER (Per Night)	40.70	40.70	40.70
HS GAME MANAGER (Per Night)	55.96	55.96	55.96

## Okemos Public Schools 2020-2021 Calendar

August 24		Welcome Day
August 25		6 hours PD
August 26	No School PM K-12	First Day of School
September 4-7	No School K-12	Labor Day
September 23	2 Hour Early Release K-12	2 Hour PLC
October 21	2 Hour Early Release K-12	2 Hour PLC
October 30		End 1 <sup>st</sup> Quarter
November 3	No School K-8 Full Day 9-12	Record Day AM P/T Conference PM
November 6	No School K-12	
November 18	2 Hour Early Release K-12	2 Hour PLC
November 20		End of 1 <sup>st</sup> Trimester (5-8)
November 25-27	No School K-12	Thanksgiving Recess
December 9	2 Hour Early Release K-12	2 Hour PLC
December 21-January 3	No School K-12	Winter Recess
January 4	School Resumes K-12	
January 18	No School K-12	Martin Luther King, Jr. Day
January 20	No School PM 9-12	Record's Day
January 21	No School PM 9-12	Record's Day
January 22	No School PM K-12	Record's Day End of 1 <sup>st</sup> Semester (9-12)
January 27	2 Hour Early Release K-12	2 Hour PLC
February 15-16	No School K-12	President's Day
February 24	2 Hour Early Release K-12	2 Hour PLC
March 9	No School K-8 Full Day 9-12	Record Day AM P/T Conference PM
March 12		End of 2 <sup>nd</sup> Trimester
March 24	2 Hour Early Release K-12	2 Hour PLC
March 26		End 3 <sup>rd</sup> Quarter
April 2	No School K-12	
April 5-9	No School K-12	Spring Recess
April 21	2 Hour Early Release K-12	2 Hour PLC
May 19	2 Hour Early Release K-12	2 Hour PLC
May 31	No School K-12	Memorial Day
June 9	No School PM 9-12	Record's Day
June 10	No School PM 9-12	Record's Day
June 11	No School PM K-12	Last Day of School/ Records Day