

**Addendum to the  
Master Agreement  
Between  
Okemos Board of Education  
and  
SEIU Local 517M,  
Okemos Transportation  
Association  
2020-2021**

**OKEMOS PUBLIC SCHOOLS  
OKEMOS, MICHIGAN**



The Okemos Public Schools' Board of Education and the Okemos Transportation Association SEIU Local 517M agree all of the provisions of the 2019-2022 Master Agreement will remain the same with the following additions:

Salary Schedule\*:

	<i>2020-2021</i>
<b>Hourly Rate</b>	
Step 1	\$15.75
Step 1.5	\$16.21
Step 2	\$16.70
Step 2.5	\$17.05
Step 3	\$17.41
Step 3.5	\$18.12
Step 4	\$19.07

\* No Step Advancement

0% Increase on Salary Schedule and Longevity

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. Transportation 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 Transportation group 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.

Health Insurance:

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