

BOARD REPORT
November 13, 2023

**SUBJECT: RATIFICATION OF WAGE RE-OPENER WITH SAGINAW TOWNSHIP
EDUCATIONAL OFFICE PERSONNEL**

CURRENT STATUS: The collective bargaining agreement with Saginaw Township Educational Office Personnel (STEOP) expires June 30, 2024. It provides for a wage re-opener for the 2023-2024 School Year. The parties have reached tentative agreement for that re-opener. STEOP has ratified that agreement.

RECOMMENDATION: I move that the Board of Education ratify the attached tentative agreement with the Saginaw Township Educational Office Personnel for the 2023-2024 wage re-opener provided in the parties' collective bargaining agreement covering the period July 1, 2021-June 30, 2024.

STATEMENT OF PURPOSE: Public law provides the opportunity for negotiations with school employees since 1965. This represents a fair and equitable resolution in light of the district's financial condition.

BUDGET IMPACT: This re-opener agreement was made understanding the district's financial ability.

DISCUSSION OF OPTIONS: The Board of Education may reject the recommended settlement and direct the administration to go back to the bargaining table. If this action was followed, we may be accused of an unfair labor practice.

RATIONALE FOR RECOMMENDATION: The laws in the State of Michigan provide the collective bargaining as a vehicle for establishing wages, hours and working conditions.

Prepared by: Tony Skowronski
Director of Human Resources and Labor Relations
11/7/2023

**Tentative Agreement
between
Saginaw Township Educational Office Personnel
and
Saginaw Township Community Schools**

**2023-2024 Economic Re-Opener
Collective Bargaining Agreement Expiring June 30, 2024**

The Saginaw Township Educational Office Personnel affiliated with MESP/MEA/NEA, hereinafter the Association, Union or STEOP, and the Saginaw Township Community Schools, hereinafter the Employer, are parties to a collective bargaining agreement expiring June 30, 2024. The agreement provides a wage re-opener for the 2023-2024 School Year. The parties negotiated and have reached a tentative agreement. The parties' representatives unanimously recommend ratification by the Union and by the Employer of the following tentative agreement:

1. The terms and conditions of the parties' current collective bargaining agreement, (i.e., the agreement expiring June 30, 2024) will remain in effect without change, except as noted below.
2. Revise the salary schedule as attached. The new rates will become effective for hours worked on or after November 14, 2023. If the agreement is not ratified by November 13, 2023, the rates will become effective for hours worked on or after the day following ratification.
3. Employees on the payroll and working at the time of payment, will be eligible for a retention bonus of \$200.00. This retention bonus will be paid by the second pay of January, i.e., January 26, 2024. An employee paid this retention bonus who leaves before being paid for 200 hours since August 1, 2023, shall not be entitled to the bonus, and the amount will be deducted from any money due the employee. The employee will be responsible any amount that exceeds the money that the district owes the employee.
4. Employees employed during the 2023-2024 School Year and who are on the payroll and working at the time of payment, will be eligible for a retention bonus of \$200.00. This retention bonus will be paid by the second pay of September, 2024 (projected to be September 20, 2024).

Appendix A Salary Schedule

Saginaw Township Community Schools
Effective November 14, 2023 through June 30, 2024
(Collective Bargaining Agreement Expires June 30, 2024)

Classification	Step A Amount	Step B Amount	Step C Amount	Step D Amount	Step E Amount	Step F Amount
Executive Secretary	16.1001	16.9051	18.3344	19.2511	20.6949	22.2471
Administrative Secretary						
Level I	15.2675	16.0309	17.3921	18.2617	19.6313	21.1037
Level II	14.4352	15.157	16.4288	17.2502	18.5440	19.9348
Secretary						
Level I	14.0411	14.7432	15.9686	16.767	18.0245	19.3764
Level II	13.6466	14.3289	15.5083	16.2837	17.5050	18.8179
Heritage High School Library/Media Assistant	13.6466	14.3289	15.5083	16.2837	17.5050	18.8179
Cashier	12.9458	13.5931	14.7199	15.4559	16.6151	17.8612
Library/Media Assistant	12.9458	13.5931	14.7199	15.4559	16.6151	17.8612
Office Assistant	12.9458	13.5931	14.7199	15.4559	16.6151	17.8612
Instructional Assistant	12.9458	13.5931	14.7199	15.4559	16.6151	17.8612
Paraprofessional	12.9458	13.5931	14.7199	15.4559	16.6151	17.8612