

Tentative Agreement
between
Saginaw Township Education Association
and
Saginaw Township Community Schools
Re-Opener for 2023-2024

The bargaining teams representing the Saginaw Township Education Association and Saginaw Township Community Schools as the Interest Based Bargaining Team (IBB) have been negotiating the 2023-2024 re-opener as provided in their collective bargaining agreement expiring July 31, 2024. The IBB Team reached tentative agreement on the re-opener and hereby unanimously recommends ratification of the following:

1. Unless otherwise modified by the parties' tentative agreements, the terms and conditions of the collective bargaining agreement expiring July 31, 2024 will continue through July 31, 2024.
2. Modify the following portions of 16.0000, Salary Provisions:
 - a. Effective upon ratification there will be a 3.5% wage increase. This increase will affect sections 16.0312 through 16.0315. Modify these sections to read:

16.0312 Academic areas of summer school or community school programs sponsored by the Board shall be paid at the following hourly rate for each year of the contract:

For the 2020-21 school year, \$25.92 per hour.
For the 2021-22 school year, \$26.50 per hour.
For the 2022-23 school year, \$27.30 per hour.
For the 2023-24 school year, **\$28.26 per hour.**

First priority for these positions will be given to teachers in the system.

16.0313 Summer curriculum development rate shall be paid at an hourly rate as follows:

For the 2020-21 school year, \$15.54 per hour.
For the 2021-22 school year, \$15.89 per hour.
For the 2022-23 school year, \$16.37 per hour.
For the 2023-24 school year, **\$16.94 per hour.**

16.0314 The homebound rate shall be paid at an hourly rate as follows:

For the 2020-21 school year, \$33.17 per hour.
For the 2021-22 school year, \$33.92 per hour.
For the 2022-23 school year, \$34.94 per hour.
For the 2023-24 school year, **\$36.16 per hour.**

16.0315 A member will be paid at the following rate for any mandated IEPC or SAT meeting attended of one-half (.5) hour or more before or after the contract day.

For the 2020-21 school year, \$16.08 per hour.
For the 2021-22 school year, \$16.44 per hour.
For the 2022-23 school year, \$16.93 per hour.
For the 2023-24 school year, **\$17.52 per hour.**

- b. For the 2023-2024 School Year and thereafter until changed through negotiations, there will be a 3.5 % wage increase. Modify 16.0400 to read:

16.0400 Teacher Salary Schedule

A. Hired before Ratification of the 2017-2020 Agreement

2020-21:	See Appendix B, Bachelor Step 1=\$ 36,217
2021-22:	See Appendix D, Bachelor Step 1=\$ 37,032
2022-23:	See Appendix P, Bachelor Step 1= \$ 38,143
2023-24:	See Appendix T , Bachelor Step 1= \$39,478

(Wages indexed to a specific salary placement, will use this schedule, e.g.,
16.0,712 Other High School Duties)

B. Hired After Ratification of the 2017-2020 Agreement

2020-21:	See Appendix C, Bachelor Step 1=\$ 40,400
2021-22:	See Appendix E, Bachelor Step 1=\$ 41,309
2022-23:	See Appendix Q, Bachelor Step 1=\$ 42,548
2023-24:	See Appendix U , Bachelor Step 1=\$ 44,037

(Step 14 and above are the same salary in both schedules)

Schedules attached

- c. This agreement will have another off schedule payment. Modify 16.0401 by adding c.

16.0401 Off Schedule Payment

- a. On the first pay of November 2021, in recognition of the additional duties required....
- b. Before December 31, 2022, teachers will receive a one-time bonus of \$400....
- c. **By the second pay check of the 2024-2025 School year, employees who worked all of the 2023-2024 school year and are still on the payroll at the time of payment, will be paid a \$400 retention bonus. This bonus is non-retirement reportable.**

- d. **16.0712 Other High School Duties**, modify to read

This section, 16.0712, does not apply to Mackinaw High School teachers.

2020-21: Index based on M.A. Step 13 of \$67,545
2021-22: Index based on M.A. Step 13 of \$69,065

2022-23: Index based on M.A. Step 13 of \$ 71,137
2023-24: Index based on M.A. Step 13 of **\$ 73,626**

The new chart for 2023-2024 is attached.

- e. Update 16.0740 so it reads:

16.0740 Driver Education

Driver Education coordinator and teachers shall be paid at the indicated rates as follows based on a percent of the M.A. step 13.

Classroom Teachers:

For the 2020-21 school year -.00047 = \$31.75 per hour.
For the 2021-22 school year -.00047 = \$32.46 per hour.
For the 2022-23 school year -.00047 = \$33.43 per hour.
For the 2023-24 school year -.00047 = **\$34.60** per hour.

On the Street Range:

For the 2020-21 school year -.000322 = \$21.75 per hour.
For the 2021-22 school year -.000322 = \$22.24 per hour.
For the 2022-23 school year -.000322 = \$22.91 per hour.
For the 2023-24 school year -.000322 = **\$23.71** per hour.

Drivers Education Coordinator:

For the 2020-21 school year- 2.65% = \$1,790.
For the 2021-22 school year -2.65% = \$1,830.
For the 2022-23 school year -2.65% = \$1885.
For the 2023-24 school year -2.65% = **\$ 1951.**

- f. Update 16.0760 to read as follows and add new Appendices V and W.

16.0760 Coaching Salary Schedule (Middle Schools and High School)

This section, 16.0760, does not apply to Mackinaw High School teachers

This schedule is indexed to MA, Step 13.

2020-21 Coaching Salary Schedules - See Appendix F and G
2021-22 Coaching Salary Schedules – See Appendix H and I
2022-23 Coaching Salary Schedules – See Appendix **R and S**
2023-24 Coaching Salary Schedules – See Appendix and **V and W**

2023-2024 Schedules Attached to this document

3. Only during the 2023-2024 School Year, the following shall apply:

If an Employee missed an opportunity to advance to a longevity step when it was first available, the employee, will be granted one additional step provided the employee completes their longevity eligibility form (Form) and it is received by Human Resources by December 15, 2023. An employee on

Step 18 and above, will be granted one additional step so long as it does not move the employee into the next longevity step (step 19, 24, 29, 34).

To move into a longevity step (19, 24, 29, 34) the employee must have completed the Professional Growth Requirement (16.0236) by October 15, 2023. If by college credit, Human Resources must receive the transcript by October 31, 2023 directly from the college. Human Resources must receive proof of completion by October 31, 2023 for requirements not met by college credit. SCECHS transcripts must be submitted in Excel. An employee will be granted the new longevity step effective for the second semester and beyond.

4. This agreement becomes effective following ratification, i.e., for work on or after September 12, 2023.

Saginaw Township Community Schools

2023-2024 STEA TA 3.5%

Post 2018

Years								
Exp.	BACHELORS		MASTERS		MASTERS + 15		MASTERS + 30	
Credit	Amount	Index	Amount	Index	Amount	Index	Amount	Index
1	44,037	1.0000	51,537	1.1703	54,302	1.2331	56,275	1.2779
2	45,244	1.0274	52,748	1.1978	55,509	1.2605	57,481	1.3053
3	46,455	1.0549	53,954	1.2252	56,715	1.2879	58,693	1.3328
4	47,661	1.0823	55,161	1.2526	57,926	1.3154	59,899	1.3602
5	48,868	1.1097	56,367	1.2800	59,133	1.3428	61,106	1.3876
6	50,074	1.1371	57,578	1.3075	60,339	1.3702	62,312	1.4150
7	51,285	1.1646	58,785	1.3349	61,546	1.3976	63,523	1.4425
8	52,492	1.1920	59,992	1.3623	62,757	1.4251	64,730	1.4699
9	53,699	1.2194	61,198	1.3897	63,964	1.4525	65,937	1.4973
10	54,905	1.2468	62,409	1.4172	65,170	1.4799	67,143	1.5247
11	59,859	1.3593	67,363	1.5297	70,125	1.5924	72,097	1.6372
12	64,814	1.4718	72,318	1.6422	75,079	1.7049	77,052	1.7497
13	66,126	1.5016	73,625	1.6719	76,387	1.7346	78,364	1.7795
14-18	68,534	1.5563	76,307	1.7328	79,173	1.7979	81,218	1.8443
19-23	70,590	1.0300	78,597	1.0300	81,548	1.0300	83,655	1.0300
24-28	72,646	1.0600	80,886	1.0600	83,924	1.0600	86,092	1.0600
29-33	74,702	1.0900	83,175	1.0900	86,299	1.0900	88,528	1.0900
34+	76,758	1.1200	85,464	1.1200	88,674	1.1200	90,965	1.1200

Note Step 14 is set equal to Step 14 of the Wage Schedule for those hired prior to ratification of the 2017-2020 therefore at Step 14, the index times the Bachelor Step 1 may not be in complete agreement

									Appendix U	
			Saginaw Township Community Schools							
			2023--2024 TA +3.5%TEACHER SALARY SCHEDULE							
Years										
Exp.	BACHELORS		BACHELORS + 18		MASTERS		MASTERS + 15		MASTERS + 30	
Credit	Amount	Index	Amount	Index	Amount	Index	Amount	Index	Amount	Index
1	39,478	1.0000	42,241	1.0700	46,979	1.1900	49,742	1.2600	51,716	1.3100
2	41,701	1.0563	44,464	1.1263	49,201	1.2463	51,965	1.3163	53,939	1.3663
3	43,919	1.1125	46,683	1.1825	51,420	1.3025	54,184	1.3725	56,157	1.4225
4	46,142	1.1688	48,905	1.2388	53,643	1.3588	56,406	1.4288	58,380	1.4788
5	48,361	1.2250	51,124	1.2950	55,861	1.4150	58,625	1.4850	60,599	1.5350
6	50,583	1.2813	53,347	1.3513	58,084	1.4713	60,847	1.5413	62,821	1.5913
7	52,802	1.3375	55,565	1.4075	60,303	1.5275	63,066	1.5975	65,040	1.6475
8	55,024	1.3938	57,788	1.4638	62,525	1.5838	65,289	1.6538	67,263	1.7038
9	57,243	1.4500	60,007	1.5200	64,744	1.6400	67,507	1.7100	69,481	1.7600
10	59,466	1.5063	62,229	1.5763	66,967	1.6963	69,730	1.7663	71,704	1.8163
11	61,684	1.5625	64,448	1.6325	69,185	1.7525	71,949	1.8225	73,923	1.8725
12	63,907	1.6188	66,670	1.6888	71,408	1.8088	74,171	1.8788	76,145	1.9288
13	66,126	1.6750	68,889	1.7450	73,626	1.8650	76,390	1.9350	78,364	1.9850
14-18	68,534	1.7360	71,396	1.8085	76,307	1.9329	79,173	2.0055	81,218	2.0573
19-23	70,590	1.0300	73,538	1.0300	78,596	1.0300	81,548	1.0300	83,655	1.0300
24-28	72,646	1.0600	75,680	1.0600	80,885	1.0600	83,924	1.0600	86,091	1.0600
29-33	74,702	1.0900	77,822	1.0900	83,175	1.0900	86,299	1.0900	88,528	1.0900
34+	76,758	1.1200	79,963	1.1200	85,464	1.1200	88,674	1.1200	90,964	1.1200

16.0712 Other High School Dutiesd. **2023-2024** Index based on M.A. Step 13 of \$73626

	STEP I	2023-2024	STEP II	2023--2024
	Index	Amount	Index	Amount
Band	0.0616	\$4,535	0.0659	\$4,852
Band Assistant[1]	0.0144	\$1,060	0.018	\$1,325
Cheerleading (fall)	0.025	\$1,841	0.03	\$2,209
Cheerleading Asst. (fall)	0.0144	\$1,060	0.018	\$1,325
Cheerleading (winter)	0.025	\$1,841	0.03	\$2,209
Cheerleading Asst. (winter)	0.0144	\$1,060	0.018	\$1,325
Debate	0.0282	\$2,076	0.031	\$2,282
DECA[2]	0.0282	\$2,076	0.031	\$2,282
MI Youth in Government	0.0282	\$2,076	0.031	\$2,282
Forensics	0.0282	\$2,076	0.031	\$2,282
Intramurals (men)	0.0377	\$2,776	0.0413	\$3,041
Intramurals (women)	0.0377	\$2,776	0.0413	\$3,041
Orchestra	0.0282	\$2,076	0.031	\$2,282
Literary Mag.	0.0114	\$839	0.0124	\$913
Vocal Music	0.0297	\$2,187	0.0325	\$2,393
Yearbook	0.0282	\$2,076	0.031	\$2,282
Pom Pon (fall)	0.025	\$1,841	0.03	\$2,209
Pom Pon Asst. (fall)	0.0144	\$1,060	0.018	\$1,325
Pom Pon (winter)	0.025	\$1,841	0.03	\$2,209
Pom Pon Asst. (winter)	0.0144	\$1,060	0.018	\$1,325
Dramatics[3]	0.0214	\$1,576	0.0244	\$1,796
Student Gov't.[4]	0.03778	\$2,782	0.04139	\$3,047
Peer Counseling[5]	none	\$1,900		

[1] Band Assistant Stipend to be awarded when band enrollment exceeds sixty (60) participants.

[2] Up to two people

[3] Building Principal will be consulted to determine the number and types of plays to be performed.

[4] Should Student Government be moved back into the daily schedule as a class, the stipend will no longer be paid.

[5] No peer counselors will be assigned during the employee's prep hour

(corrected 12-1-2023)

Saginaw Township Community Schools
Middle School Coaching Salary Schedule 2023-2024

Salary Base-Master's Step 13:	Years Experience in Coaching			
\$73,626				
	Step 1		Step 2	
Middle School	Index	Amount	Index	Amount
Basketball - Boys 7 th grade	0.01867	1375	0.023266	1713
Basketball - Boys 8 th grade	0.01867	1375	0.023266	1713
Basketball - Girls 7 th grade	0.01867	1375	0.023266	1713
Basketball - Girls 8 th grade	0.01867	1375	0.023266	1713
Cheerleading	0.01867	1375	0.023266	1713
Cross country	0.01867	1375	0.023266	1713
Football	0.01867	1375	0.023266	1713
Pompon	0.01867	1375	0.023266	1713
Softball 7 th grade	0.01867	1375	0.023266	1713
Softball 8 th grade	0.01867	1375	0.023266	1713
Swimming - Boys 7 th /8 th grades	0.01867	1375	0.023266	1713
Swimming - Girls 7 th /8 th grades	0.01867	1375	0.023266	1713
Swimming - Girls (Assistant)	0.009337	687	0.010893	802
Tennis – Boys	0.018674	1,375	0.023266	1,713
Tennis – Girls	0.018674	1,375	0.023266	1,713
Track - 7 th /8 th grades	0.018674	1,375	0.023266	1,713
Track Assistant 7 th /8 th grade	0.009337	687	0.010893	802
Volleyball 7 th grade	0.018674	1,375	0.023266	1,713
Volleyball 8 th grade	0.018674	1,375	0.023266	1,713
Wrestling 7 th /8 th grades	0.018674	1,375	0.023266	1,713
WPMS Athletic Dir. (annually)	0.072396	5,330	0.076016	5,597

Saginaw Township Community Schools
High School Coaching Salary Schedule
2023-2024

\$73,626	Salary Base							
	Years Experience in Coaching							
	1		2		3		4	
HIGH SCHOOL	Index	Amount	Index	Amount	Index	Amount	Index	Amount
Head Football	0.0662	4,874	0.0742	5,463	0.0821	6,045	0.0901	6,409
Varsity Asst. Football	0.041	3,019	0.046	3,387	0.0509	3,748	0.0559	3,977
Head J.V. Football	0.041	3,019	0.046	3,387	0.0509	3,748	0.0559	3,977
Head Freshman Football	0.041	3,019	0.046	3,387	0.0509	3,748	0.0559	3,977
J.V. Asst. Football	0.0384	2,827	0.043	3,166	0.0476	3,505	0.0522	3,713
Freshman Asst. Football	0.0384	2,827	0.043	3,166	0.0476	3,505	0.0522	3,713
Head Basketball	0.0662	4,874	0.0742	5,463	0.0821	6,045	0.0901	6,409
Head J.V. Basketball	0.041	3,019	0.046	3,387	0.0509	3,748	0.0559	3,977
Freshman Basketball	0.041	3,019	0.046	3,387	0.0509	3,748	0.0559	3,977
HHS Asst Athletic Dir. (1 hr. release time)	0.0662	4,874	0.0742	5,463	0.0821	6,045	0.0901	6,409
Head Swimming	0.055	4,049	0.06	4,418	0.065	4,786	0.07	4,980
J.V. Swimming	0.0358	2,636	0.039	2,871	0.0423	3,114	0.0455	3,237
Head Wrestling	0.055	4,049	0.06	4,418	0.065	4,786	0.07	4,980
J.V. Wrestling	0.0358	2,636	0.039	2,871	0.0423	3,114	0.0455	3,237
Head Baseball	0.035	2,577	0.04	2,945	0.045	3,313	0.05	3,557
J.V. Baseball	0.0228	1,679	0.026	1,914	0.0293	2,157	0.0325	2,312
Head Track	0.035	2,577	0.04	2,945	0.045	3,313	0.05	3,557
J.V. Track	0.0228	1,679	0.026	1,914	0.0293	2,157	0.0325	2,312
Head Tennis	0.025	1,841	0.03	2,209	0.035	2,577	0.04	2,845
J.V. Tennis	0.0163	1,200	0.0195	1,436	0.0228	1,679	0.026	1,850
Head Golf	0.025	1,841	0.03	2,209	0.035	2,577	0.04	2,845
J.V. Golf	0.0163	1,200	0.0195	1,436	0.0228	1,679	0.026	1,850
Head Volleyball	0.055	4,049	0.06	4,418	0.065	4,786	0.07	4,980
J.V. Volleyball	0.0358	2,636	0.039	2,871	0.0423	3,114	0.0455	3,237
Head Softball	0.035	2,577	0.04	2,945	0.045	3,313	0.05	3,557
J. V. Softball	0.0228	1,679	0.026	1,914	0.0293	2,157	0.0325	2,312
Bowling	0.025	1,841	0.03	2,209	0.035	2,577	0.04	2,845
Head Skiing	0.025	1,841	0.03	2,209	0.035	2,577	0.04	2,845
J.V. Skiing	0.0163	1,200	0.0195	1,436	0.0228	1,679	0.026	1,850
Cross Country	0.025	1,841	0.03	2,209	0.035	2,577	0.04	2,845
J.V. Cross Country	0.0163	1,200	0.0195	1,436	0.0228	1,679	0.026	1,850
Head Hockey	0.055	4,049	0.06	4,418	0.065	4,786	0.07	4,980
Head Soccer	0.035	2,577	0.04	2,945	0.045	3,313	0.05	3,557
J.V. Soccer	0.0228	1,679	0.026	1,914	0.0293	2,157	0.0325	2,312