

**TENTATIVE AGREEMENT
FOR CONTRACT EXTENSION THROUGH JUNE 30, 2020
BETWEEN RICHMOND COMMUNITY SCHOOLS' BOARD OF EDUCATION AND
SECRETARIAL UNIT, TEAMSTERS STATE, COUNTY AND MUNICIPAL
WORKERS LOCAL 214**

ARTICLE 25 - COMPENSATION

Section 1

Employees will have the option of receiving their wages in 21 or 26 equal pays or on the regular biweekly pay schedule if the 21/26 pay cycle is not allowed under federal or state law which will be paid on a biweekly basis. Each employee shall be provided with an itemized statement of his earnings and of all deductions made for any purpose.

The Employer shall provide for biweekly pay periods. However, once all bargaining units agree to twenty-four pay periods, all payroll will be paid on a twice a month basis. When a regular pay date falls during a school recess period, all Employees shall be paid on their regularly scheduled pay date. Each employee shall be provided with an itemized statement of his earnings and of all deductions made for any purpose.

The district has the right to implement electronic direct deposit options and electronic pay stub retrieval. Deposits will be made to the financial institution of the employee's choice subject to Electronic Clearinghouse requirements.

STEP	2017-18
1	\$11.46
1.5	\$11.87
2	\$12.27
2.5	\$12.59
3	\$12.91
3.5	\$13.21
4	\$13.50
4.5	\$13.81
5 <u>1.0</u>	\$14.12
5.5 <u>1.5</u>	\$14.43
6 <u>2.0</u>	\$14.73
6.5 <u>2.5</u>	\$15.07
7 <u>3.0</u>	\$15.41
7.5 <u>3.5</u>	\$15.72
8 <u>4.0</u>	\$16.03
8.5 <u>4.5</u>	\$16.37
9 <u>5.0</u>	\$16.71
9.5 <u>5.5</u>	\$17.01
10 <u>6.0</u>	\$17.31
10.5 <u>6.5</u>	\$17.57

11 7.0	\$17.83
11.5 7.5	\$18.01
12 8.0	\$18.19
12.5 8.5	\$18.37
13 9.0	\$18.55
13.5 9.5	\$18.65
14 10.0	\$18.74
14.5 10.5	\$18.83
15 11.0	\$18.92

For the 2016-17 school year, employees shall be "frozen" at their 2015-16 Step.

2017-18 School Year

- Contract Extended through June 30, 2019
- Effective December 11, 2017, one-half (1/2) step for all members with a hire date prior to July 1, 2017.

2018-19 School Year

- One-half (1/2) step for **all-members** PAM PROPST AND SUZAN RICKERT, STEP 7.0 (FORMER STEP 11.0) effective ~~January 1, 2019~~ AUGUST 27, 2018.
- ALL OTHER BARGAINING UNIT MEMBERS SHALL BE PLACED ON STEP 1.0 (E.G. FORMER STEP 5.0), AT \$14.12 PER HOUR, EFFECTIVE AUGUST 27, 2018.
- If the blended student count, as determined by the State of Michigan formula, exceeds the student FTEs budgeted in the FY19 budget by ten (10) FTEs, all Secretaries shall receive an off-scheduled payment of \$350 to be paid on December 10, 2018.

2019-20 SCHOOL YEAR

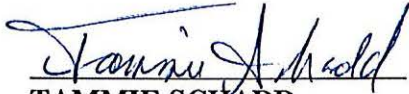
- FOR THE 2019-20 SCHOOL YEAR, EMPLOYEES SHALL BE FROZEN AT THEIR 2018-19 SCHEDULE.

NO CHANGES to Section 2, 3, or 4 of Article 25 - Compensation.

UPON RATIFICATION BY THE SECRETARIAL UNIT, TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS LOCAL 214 AND THE RICHMOND COMMUNITY SCHOOLS' BOARD OF EDUCATION, THE FOLLOWING AMENDMENTS TO THE SECRETARIAL CONTRACT IS AGREED TO, EFFECTIVE AUGUST 27, 2018:

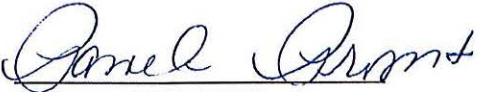
RICHMOND COMMUNITY SCHOOLS

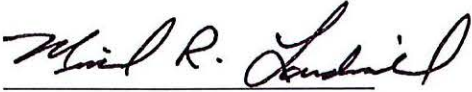

BRIAN J. WALMSLEY, ED.S.
SUPERINTENDENT


TAMMIE SCHADD
DIRECTOR OF BUSINESS AND
MANAGEMENT SERVICES

TEAMSTERS STATE, COUNTY AND
MUNICIPAL WOKERS LOCAL 214


SUZAN RICKERT
CHIEF STEWART


PAMELA PROPST
ALTERNATIVE CHIEF STEWART


MIKE LANDSEIDEL
LOCAL 214 TEAMSTERS
REPRESENTATIVE

