EMPLOYMENT RELATIONSHIP POLICY
2021-2023

The Grosse Pointe Public School System

Technology Staff

389 St. Clair
Grosse Pointe, Michigan 48230

Technology Staff 2021-2023	
Vacation	1-2 yrs 10 days 3rd yr 13 days 4-6 yrs 15 days 7-10 yrs 18 days 11-24 yrs 20 days 25+ yrs 25 days (must be taken by Dec. 31st of following fiscal year)
Holidays	12 per year (same as NIS/Admin)
Fringe Benefits	Effective upon hire
Sick Leave	Year 1: 1 day per month worked 2+ years: 12 days per fiscal year unused days carried forward Maximum 90 days
Personal Days	**4 days per year**, 1 unused day may be carried forward, Must be used for personal business activities; may not be combined with vacation or holidays
Family Illness Days	2 paid days per occurrence of illness of parent, child, or spouse
Funeral Leave	5 paid days for death of an immediate family member, 1 day for death of other relatives
Health Plan Features	A plan equivalent to the Blue Cross Blue Shield Community Blue PPO Plan 10 with $250 individual/$500 family deductible, 10% coinsurance with coinsurance maximum at $500 individual/$1000 family with a $20 copay for office and $20 copay for chiropractic visits, $100 emergency room visit, $10/$35 /$60 prescription rider with mandatory generic, with MOPD 2x rider, P-D contraceptive rider and a routine mammography. Full time technology staff members choosing Community Blue PPO Plan 10 as outlined above, will have 80% of the monthly cost of the plan for the staff member, spouse, and dependent children covered by the Board. The remaining 20% of the cost of the Blue Cross Blue Shield Community Blue PPO Plan 10 will be an automatic pre-tax deduction to be paid via automatic payroll deduction over 26 pays. The amount to be covered by the Board and the staff member will be based on the illustrative rates established by Blue Cross for the plan year. Technology staff members working less than full time but at least 50% will be eligible for the health care plan. If health coverage is elected, the Board will calculate the FTE equivalent of the plan based on the percentage of time the technology staff member is employed with the district. For example, if the cost of the full family health plan is $17,442 , then the Board would contribute for a full time (1.0 FTE) technology staff member a total of $13,954. For an 0.8 FTE employed technology staff member with the district, the Board would pay for 80% of the Board contribution to the health care and therefore, contribute $11,163 with the remaining balance of $6,279 being the responsibility of the 0.8 FTE employed technology staff member with an automatic pre-tax deduction of this amount to be paid via automatic payroll deduction over 26 pays. Technology staff working 50% or more time may elect to waive participation in a district-sponsored health insurance plan; they will receive a cash incentive of $2,200. Payments will be spread over 26 pay periods per year. This stipend will be prorated for technology staff working less than a full year and prorated based on their scheduled FTE in the district for that school year. Technology staff working less than 50% time are not eligible for this cash incentive.
Dental Insurance	

	The dental insurance coverage for an out-of-network dental facility would be covered with $1,200 maximum payment per routine visit per year and $1,000 lifetime orthodontic per dependent with 90% coverage. Dental insurance coverage for in-network dental facility would be covered with $1,500 maximum payment per routine visit with 90% coverage and $1,200 lifetime orthodontic per dependent with 90% coverage. An opt out payment for declining the dental insurance would be provided in an amount of $250 per year prorated by yearly FTE assignment.
Vision Insurance	A choice of a Premium Vision Plan or Standard Vision plan will be available to Technology staff members, with an allowance for annual exams in both plans. The Premium plan provides additional allowances for lenses, frames and contact lenses. The Board covers the full cost of the Premium Vision Plan. A stipend is provided for Technology staff members choosing the Standard Vision Plan.

Salary Schedule

2021 - 2022 Salary Schedule

2.00%	PC Tech	Systems Tech	Network Admin	Network Engineer
	A	B	C	D
1	$ 25,722.87	$ 38,107.51	$ 48,769.32	$ 62,522.06
2	$ 27,780.50	$ 40,012.68	$ 51,207.58	$ 65,646.86
3	$ 30,003.53	$ 42,014.51	$ 53,767.41	$ 68,929.11
4	$ 32,403.93	$ 44,115.99	$ 56,456.79	$ 72,375.76
5	$ 34,996.65	$ 46,321.09	$ 59,278.68	$ 75,994.80
6	$ 37,794.63	$ 49,983.42	$ 63,966.42	$ 82,003.49
7	$ 41,936.67			

2022 - 2023 Salary Schedule

2.00%	PC Tech	Systems Tech	Network Admin	Network Engineer
	A	B	C	D
1	$ 26,237.33	$ 38,869.66	$ 49,744.71	$ 63,772.50
2	$ 28,336.11	$ 40,812.93	$ 52,231.73	$ 66,959.80
3	$ 30,603.60	$ 42,854.80	$ 54,842.76	$ 70,307.69
4	$ 33,052.01	$ 44,998.31	$ 57,585.93	$ 73,823.28
5	$ 35,696.58	$ 47,247.51	$ 60,464.25	$ 77,514.70
6	$ 38,550.52	$ 50,983.09	$ 65,245.75	$ 83,643.56
7	$ 42,775.40			

Formula Language

The parties agree that salaries for both salary grids for the 2017-2018 school year shall be determined according to the formula set forth below. However, the parties agree that the District shall in all cases maintain a minimum general fund equity (defined hereafter) of at least 10% of Board-approved total general fund expenditures. Therefore, the formula works differently if the District's general fund equity falls below 10%.Revenue is defined as general fund revenue. Expenditures are defined as general fund expenditures and transfers.

The explanation of the formula below is done with respect to the 2012-2013 school year, but the same principles shall apply to following school years as well.

As used in this formula "general fund equity" is undesignated and/or unassigned general fund balance, and it would not include revenues generated by sale of capital and/or financial gifts given to the district. The 10% general fund equity threshold will be based upon the District's final and accepted audit for the 2011-2012 school year, which the parties should receive around November 1, 2012. For example, if in the final and accepted audit the District's approved general fund expenditures are $100 million for the 2011-2012 school year, and the District's general fund equity as of June 30, 2012 is $11 million, then the general fund equity is 11%, which would be above the 10% threshold.

A. General Fund Equity At Least 10%

If the general fund equity has not fallen below 10% of Board-approved total general fund expenditures, then the Board will allocate funds toward both direct and/or indirect compensation to technology staff members based upon the following factors that affect the revenues and expenditures for the District:

- Increase or decrease in net state foundation allowance per pupil based on the established amount for the 2009-2010 school year ($10,019 per pupil).
- Increase or decrease in MPSERS retirement rate on the budgeted rate for 2010-2011 @19.41% (compared with rate for 2011-12 based on 2011-2012 personnel)
- Whether or not there has been reinstatement of 20J funds per pupil that year
- Step advancement per established salary grids in technology staff member labor contract (including MPSERS and FICA costs).

The Board will allocate funds toward both direct and/or indirect compensation to technology staff members in a percentage equal to the following formula, which incorporates the four factors above:

Increase in total revenues minus total expenditures from one year to the next (i.e., 2011-12 compared with 2010-2011) based upon the factors listed above
X (multiplied by)
the Percent of total expenditure budget represented by technology staff members direct and indirect compensation costs
equals
the total amount of revenue to be allocated toward both direct and/or indirect compensation for recognized technology staff member bargaining group members.

Example of Net Revenue Increase

The total net amount of revenue shall be allocated on the salary grid on a percentage basis (taking into account the then applicable MPSERS contribution rate and FICA), based upon this net amount divided by the total cost of the salary grid, unless the parties agree to allocate this revenue to the technology staff members' unit differently.

For example, if the state foundation allowance per pupil in 2011-2012 is increased over the previous year (2010-2011) by $300 per pupil (gain $2,400,000 for 8,000 FTE students), 20 J funds are not reinstated in 2011-12, the MPSERS rate goes up 0.5% in 2011-12 (expense of $325,000 on total direct compensation for all district employees at $65,000,000), and the step/year advancements in 2011-12 result in an increase (expense at $1,000,000, including MPSERS contribution and FICA costs), then the total additional available revenues year over year are $1,075,000. If the cost of the technology staff member bargaining unit compensation represents 0.6% of total general fund expenditures, then the total net amount of revenue for direct and/or indirect compensation for the technology staff member unit would increase by $6,450. Accordingly, this total amount would be spread equally over each of the groups/years on the salary grid by an equal percentage basis over the remaining payroll periods of the 2012-13 school year (again, unless the parties agreed to allocate the revenues to the technology staff members' unit differently). This increase would carry forward to the following school year, although the percentage increase would be different because the number of payroll periods would be different.

It is further understood and agreed that any cost associated with new programs or new initiatives should not increase the total year-over-year total budgetary expenditures by more than 3% unless programs and initiatives are required by federal and/or state mandates.

Example of Net Revenue Decrease

The total net amount of revenue loss shall be allocated to reduce both salary grids on a percentage basis (taking into account the then applicable MPSERS contribution rate and FICA), based upon this net amount divided by the total cost of the salary grid, unless the parties agree to allocate this revenue loss to the technology staff member unit differently.

For example, if the state foundation allowance per pupil in 2011-2012 is decreased over the previous year (2010-2011) by $50 per pupil (loss of $400,000 for 8,000 FTE students), 20 J funds are not reinstated in 2011-12, the MPSERS rate goes up 0.5% in 2011-12 (expense of $325,000 on total direct compensation for all district employees at $65,000,000), and the step/year advancements in 2011-12 result in an increase (expense at $1,000,000, including MPSERS contribution and FICA costs), then the total revenue loss year over year is $1,725,000. If the cost of the technology staff member bargaining unit compensation represents 0.6% of total general fund expenditures, then the total net amount of revenue loss to be allocated to the technology staff member unit would be $10,350. Accordingly, this amount would be spread equally over each of the years on the salary grid by an equal percentage basis over the remaining payroll periods of the school year (again, unless the parties agreed to allocate the revenues to the technology staff member unit differently). This reduction would carry forward to the following school year, although the percentage decrease would be different because the number of payroll periods would be different.

B. General Fund Equity Below 10%

If the general fund equity has fallen below 10% of Board-approved total general fund expenditures, then the technology staff member salary grid shall be reduced by a percentage equal to the following formula:

The amount of funds required to return general fund equity to the 10% threshold
X (multiplied by)
the Percent of total expenditure budget represented by technology staff member direct and indirect compensation costs
equals
the total amount of revenue loss to be allocated toward both direct and/or indirect compensation for recognized technology staff member bargaining group members.

This total net amount of revenue loss shall be allocated to reduce the salary grid on a percentage basis (taking into account the then applicable MPSERS contribution rate and FICA), based upon this net amount divided by the total cost of the technology staff member salary grid, unless the parties agree to allocate this revenue loss to the technology staff member unit differently.

For example, if general fund equity fell to 9%, and the funds required to return general fund equity were $1,000,000, and if the cost of the technology staff member bargaining unit compensation represents 0.6% of total general fund expenditures, then the total net amount of revenue loss to be allocated to the technology staff member unit would be $6,000 ($1,000,000 x 0.6%). Accordingly, this amount would be spread equally over each of the years/steps on the salary grids by an equal percentage basis over the remaining payroll periods of the school year (again, unless the parties agreed to allocate the revenues to the technology staff member unit differently). This reduction would carry forward to the following school year, although the percentage decrease would be different because the number of payroll periods would be different.

C. <u>General Fund Equity Above 15% After Implementation of Section A Above</u>

As used in this formula, "General fund equity" is undesignated and/or unassigned general fund balance, and it would not include revenues generated by sale of capital/and or financial gifts given to the district. The general fund equity threshold will be based upon the district's final and accepted audit for the 2011-2012 school year, which the parties should receive around November 1, 2012. For example, if in the final and accepted audit, the district's approved general fund expenditures are $100 million for the 2011-2012 school year, and the district's general fund equity as of June 30, 2012 is $17 million, then the general fund equity is 17%.

If, after implementation of a change in compensation per Section A above, there continues to exist a general fund equity above 15%, then the following would occur. The amount of dollars above the 15% general fund equity level would be determined and 0.4% of that amount would be allocated in a percentage "off schedule bonus" distributed based on the following formula. This 0.4% amount of the dollars above the 15% general fund equity level would be divided by the total direct compensation for technology staff members for that given school year to determine the percent of an "off schedule bonus" to be given per the individual salary of the technology staff member.

This amount above the 15% general fund equity would be multiplied by 0.4%. In this example, if 1% of general fund equity represents $1 million, then a general fund equity of 17% with a threshold of 15% would mean that there is a total of $2 million above the 15% fund equity threshold. This $2 million would be multiplied by 0.4% (.004) for an amount equal to $4,000. The $4,000 would be divided by the total of technology staff member salary expenses including MPSERS and FICA for that previous school year to determine the percentage of the "off schedule bonus" to be distributed based on the individual technology staff member's pay rate. This "off schedule bonus" would be distributed in the 26th pay of that school year. The "off schedule bonus" percentage increase per year would not exceed 6% of the technology staff member pay rate (including MPSERS and FICA costs).

MODIFIED FORMULA

[Prefatory Note: In the following the use of the word '**Formula**' refers to the Formula described in Appendix C-6.]

For the 2013-14 through 2016-17 school years the parties agree that the current 'Formula' shall be modified as described as below. Absent a mutual agreement to do otherwise, the parties agree that on June 20, 2017 the current/original 'Formula' as described in Appendix A shall be in effect without modifications per the 2011-12 and 2012-13 school years.

For the 2013-14 through 2016-17 school years the parties agree that the 'Formula' shall be modified as follows:

The district agrees that it shall use its best efforts to adopt a budget that results in June 30th fund equity (also called "fund balance") equal to the following targets for each year specified:

1. For 2013-14 – Actual Ending Fund Equity for 2012-13 + 3.57%
2. For 2014-15 – Actual Ending Fund Equity for 2013-14 + 3.3%
3. For 2015-16 – 11.53%
4. For 2016-17 – 11.62%

The following provisions regarding the targets above are only in effect for 2013-14 and 2014-15:

If the final audited fund equity is within 1% of the above target for a year, then Technology employees shall not experience any impact of the 'Modified Formula' during the following year.

	If the fund equity falls below the target for a year in excess of 1%, then technology employees will also not experience any impact of the Modified Formula during the following year, unless during that year one or both of the following situations occurred: 1. The district's MPSERS rate (defined as the effective district-weighted percentage retirement contribution rate which the district must pay to cover the cost of retirement benefits under MPSERS) increased from the currently anticipated district-weighted rate of 24.46%; or; 2. The district's annual per pupil state funding is decreased from its current per pupil level of $9744. In the event either or both of the situations above occur, then the parties shall meet and confer within 30 calendar days of implementation of such change(s) to discuss adjustments to employee compensation and/or the district budget to potentially address the matter to help meet the fund equity target for the year. (In the event the fund equity falls below the target for a year in excess of 1%, and either or both of the situations above occur, again the parties shall meet and confer within 30 calendar days of receiving notice of the fund equity shortfall in excess of 1% to reach agreement to remedy the problem. Failure to reach an agreement will result in the modified 'Formula' being placed in effect for the following school year. (Modified 'Formula' in this case means that Technology employees shall experience a salary reduction to bring the district's finances back to within 1% of the target as provided under the original 'Formula'.) The modified Formula would only recoup dollars lost due to a MPSERS change and/or Foundation Allowance reduction. The modified Formula would not recoup dollars below the fund equity target caused by something other than a MPSERS change or Foundation Allowance reduction (i.e., the Modified Formula would not recoup a shortfall in funds due to a decline in pupil enrollment or increases in staffing). Illustrative Examples of Application of the Modified Formula:
	Example A: *Assuming an actual ending fund equity of 2.61% on June 30, 2013, if the district fund equity on June 30, 2014 is 5.5%, GPPA members would experience no impact of the modified 'Formula', since the final fund equity was within 1% of the target (the target being 2.61% +3.5%=6.11%).* ***Example B:*** *Assuming an actual ending fund equity of 6.11% on June 30, 2014, if the district fund equity on June 30, 2015 is 7%, the target of 9.41% (6.11% +3.3%) was not met. If the fund equity of 7% was due to the result of an increase in the district's MPSERS rate, and/or a reduction in the district's per pupil foundation allowance, the modified 'Formula' would reduce GPPA member salaries for the 2015-16 school year in an amount as provided in the Formula to help make-up the shortfall in fund equity to 8.41% (1% of the target.) If there was no increase in the district's MPSERS rate, and there was no reduction in the district's per pupil foundation allowance, then GPPA member compensation in 2015-16 would not otherwise be impacted by the Modified Formula.* *For the 2015-16 and 2016-17 school years, while the district anticipates that fund equity will rise above 10%, the target for the purposes of the Modified Formula will be 10%, with GPPA members not being impacted by the Modified Formula unless the fund equity drops below 9% (less than 1% of the target of 10%).* *(494) For the duration of this agreement, if the final fund equity of a school year is in excess of 15%, the parties shall meet and confer within 30 calendar days of notice of this situation to discuss possible actions to be taken. If the parties do not reach a mutual agreement,*

	Section E, "General Fund Equity Above 15% After Implementation of Section A Above", shall be implemented and go into effect.