



August 21, 2025

TO: School Board
Okemos Public Schools

FROM: Peter L. Trezise
Interim HR Director
Okemos Public Schools

SUBJECT: Salary Schedules

As a result of a series of Michigan court decisions at both the Michigan Court of Appeals and the Michigan Supreme Court, the Michigan Public Schools Employees' Retirement Act requires all base salary increases to fall under an established normal salary schedule to be included in the calculation of retirement benefits. Okemos Public Schools employs a number of staff who are not subject to a published salary schedule. Many of these employees have unique positions that do not fall within a group that can be consolidated into a standard pay schedule.

Nevertheless, in order to increase the chances that our employees receive appropriate credit for their years of service and recognize any increase in base salary in the compensation calculations for retirement, the Board should adopt a salary schedule for these positions. I have attached a proposed salary schedule.

Inasmuch as Michigan has not enacted a budget for the already begun school year, the salary schedule presented to the Board of Education represents a freeze on wages at this time. Furthermore, negotiations are continuing for three of our bargaining units.

I have prepared the following resolution adopting the attached salary schedules for 2024-2025 and 2025-26 and reserving the right of the Board to amend the schedules upon review of the State Budget allocation to Okemos Public Schools, comparison to salary agreements reached with our collective bargaining units, and a review of market rates for comparable positions.

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SUPERINTENDENT AND SELECT STAFF SALARY SCHEDULE

SUPERINTENDENT/ASSISTANT SUPERINTENDENT

[illegible]

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SELECT STAFF: LEADERSHIP TIER

SELECT STAFF: LEADERSHIP TIER					
POSITION			2024--25	2025-26	
DIRECTOR OF FINANCE	Base Salary		\$149,985.00	\$149,955.00	
DIRECTOR OF HUMAN RESOURCES	Base Salary		\$126,250.00	\$126,250.00	
DIRECTOR OF DEI	Base Salary		\$122,027.00	\$122,027.00	
DIRECTOR OF MEDIA /TECHNOLOGY	Base Salary		\$121,485.00	\$121,485.00	
DIRECTOR OF OPERATION	Base Salary		\$106,050.00	\$106,050.00	
DIRECTOR OF TRANSPORTATION	Base Salary		\$92,769.00	\$92,769.00	
DIRECTOR OF FOOD SERVICES	Base Salary		\$80,443.00	\$60,923.00	
	LONGEVITY				
	Beginning the 6th year	\$1,500.00			
	Beginning the 8th year	\$1,763.00			
	Beginning the 10th year	\$3,525.00			

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SELECT STAFF: CONTRACT

POSITION			2024--25	2025-26	
SYSTEMS NETWORK ADMINISTRATOR	Base Salary		\$89,890.00	\$89,890.00	
DISTRICT COORD. SIS	Base Salary		\$73,730.00	\$73,730.00	
CHILDCARE COORDINATOR	Base Salary		\$73,500.00	\$73,500.00	
STAFF ACCOUNTANT	Base Salary		\$67,670.00	\$67,670.00	
EXECUTIVE ASST. SUPERINTENDENT	Base Salary		\$67,670.00	\$67,670.00	
HUMAN RESORCE SPECIALIST	Base Salary		\$65,650.00	\$65,650.00	
EXEC. ASST. TO ASST. SUPERINTENDENT	Base Salary		\$61,610.00	\$61,610.00	
PUBLIC RELATIONS/COMM. SPECIALIST	Base Salary		\$61,105.00	\$61,105.00	
AUDITORIUM MANAGER	Base Salary		\$60,600.00	\$60,600.00	
ASST. SYSTEMS ADMINISTRATOR	Base Salary		\$58,580.00	\$58,580.00	
SENIOR DESKTOP TECHNICIAN	Base Salary		\$54,995.00	\$54,995.00	
ASST. DIST. COORDINATOR, SIS	Base Salary		\$55,995.00	\$55,995.00	
DESKTOP TECHNICIAN II	Base Salary		\$49,490.00	\$49,490.00	
DESKTOP TECHNICIAN I	Base Salary		\$47,000.00	\$47,000.00	
OPERATIONS COORDINATOR	Base Salary		\$60,000.00	\$60,000.00	
DIGITAL COMM. SPECIALIST	Base Salary		\$55,000.00	\$55,000.00	

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HOURLY SELECT STAFF							
SIGN LANGUAGE INTERPRETER	Hourly Rate			\$40.30		\$42.32	
LEAD FLEET MECHANIC	Hourly Rate			\$30.99		\$30.99	
ACCOUNTING TECHNICIAN	Hourly Rate			\$29.61		\$29.61	
SENIOR CENTER ACTIVITIES COOR.	Hourly Rate			\$29.50		\$29.50	
CHEF SUPERVISOR	Hourly Rate			\$24.24		\$24.24	
KITCHEN SUPERVISOR K-4	Hourly Rate			\$20.81		\$20.81	
KITCHEN SUPERVISOR HS	Hourly Rate			\$20.20		\$20.20	
ASSISTANT MECHANIC	Hourly Rate			\$18.23		\$18.23	
LONGEVITY							
LONGEVITY PAY SELECT STAFF AND HOURLY							
	5 to 10 years			\$1,227.00			
	11-14 years			\$1,501.00			
	15-19 years			\$2,151.00			
	20+ years			\$2,481.00			