



September 8, 2025

**RESOLUTION ESTABLISHING A SALARY SCHEDULE FOR SUPERINTENDENT,  
ASSISTANT SUPERINTENDENT, SELECT STAFF LEADERSHIP TIER, AND SELECT  
STAFF**

At a meeting of the Okemos Board of Education held in the Board Room of the Okemos Administration Building held on the 8th day of September, 2025, at 7:00 p.m., Local Time.

PRESENT: Members Burns, Cavanaugh, Doxie, Phelps, Shrestha and Winn

ABSENT: Member Buffett

The following resolution was offered by \_\_\_\_\_ and supported by \_\_\_\_

\_\_\_\_\_.

WHEREAS, A public school employee's retirement pension is based on the employee's final average compensation ("FAC"), which varies based on retirement plan but which is usually an average of the employee's 3 highest consecutive compensation years;

WHEREAS, Michigan Public School Employees Retirement Act ("Act") Section 3a(3)(f) states that the following does not count toward FAC: "Compensation in excess of an amount over the level of compensation reported for the preceding year except increases provided by the normal salary schedule for the current job classification" (the "Exclusion");

WHEREAS, based on recent court decisions in Michigan, to increase the chance of employee salary increases counting toward FAC in their entirety, school boards should adopt a salary schedule for all employees;

WHEREAS, as of this date the State of Michigan has not enacted a budget for the 2025-26 school year, leaving the Board of Education with uncertainty regarding funding for the 2025-26 school year;

WHEREAS, three collective bargaining agreements are still being negotiated for the 2025-26 school year; and

WHEREAS, a number of Okemos employees do not currently have a salary schedule.

NOW THEREFORE, BE RESOLVED THAT THE OKEMOS SCHOOL BOARD hereby adopts the following:

1. The Superintendent, Assistant Superintendent, Select Staff Leadership Tier, and Select Staff are valued employees of the Okemos Public Schools; and
2. The Board hereby adopts the attached base salary schedules for Superintendent, Assistant Superintendent, Select Staff Leadership Tier and Select Staff; and
3. Base salary increases are subject to approval of the Board of Education up to the maximum stated in the base salary schedule which are limited to 3% annually and do not guarantee any amount of future salary increase within the 3% limit, and
4. The Board of Education reserves the right to modify the attached base salary schedule in future years to reflect changes in school funding and negotiated salary increases provided to Okemos school bargaining units, and
5. The Board of Education reserves the right to modify the attached base salary schedules for the 2025-26 school year upon receipt of the enacted State of Michigan budget for schools, a review of collective bargaining agreement settlements of our bargaining units, and a review of market comparisons.

ADOPTED: YEAS: \_\_\_\_\_

NAYS: \_\_\_\_\_

I, the undersigned, President of the Okemos School Board, Okemos, Michigan, do certify that the foregoing is a true and complete copy of a Resolution adopted at a regular meeting of the Okemos School Board on the 8th day of September, 2025.

Date: September \_\_, 2025

\_\_\_\_\_  
Tom Buffett, President  
Okemos Public Schools Board of Education