

**Roseville Community Schools  
Proposal to  
Teamsters 214 – Administrative Clerical  
May 31, 2011**

**SALARY**

Bargaining unit salaries for the 2011/2012 school year will be reduced by 2.5% across the board.

**SALARY STEPS**

For the 2011/2012 school year, individuals will remain on the salary step they held in the 2010/2011 school year.

**HEALTH CARE PREMIUMS**

Effective October 1, 2011, bargaining unit members receiving medical/hospitalization benefits will be responsible for a monthly contribution equivalent to 20% of the current illustrative rate for their level of coverage.

**FURLOUGH DAYS**

Each bargaining unit member will take five (5) unpaid furlough days during the 2011/2012 school year, calculated at the employee's daily rate of pay. The total of the reduction will be factored into the employee's annual salary and spread in equal amounts throughout the year. Members will not be required to report to work on furlough days.

The furlough days will be scheduled on the first three "Act of God" days (ex. Snow days, or closures due to other weather or health concerns) scheduled in the 2011/2012 school year and on two additional dates, to be determined.

If the three "Act of God" furlough days are not scheduled by March 4, 2012, the parties agree to meet to discuss other options for the unscheduled furlough days. It is understood that if the district is unable to schedule a furlough day, the pay for the day(s) worked will be reimbursed to the employee at the employee's daily rate of pay.

**LONGEVITY**

For the 2011/2012 school year, longevity payments for bargaining unit members will be waived.

**SICK/PERSONAL DAYS**

For the 2011/2012 school year, members of the bargaining unit will be credited with two additional leave days, one of which may be used as a personal business day.

**EMERGENCY MANAGER**

The following language is inserted pursuant to Act. No. 9 of the Public Acts of 2011, and is not the result of mutual agreement on the provision by the parties:

This entire agreement or specific provisions of this agreement may be rejected, modified, or terminated by an emergency financial manager under conditions provided in the Local Government and School District Fiscal Accountability Act, 2011 PA 4.

**DIRECT DEPOSIT**

Effective January 2012, all payroll checks will be issued as direct deposits to a banking institution designated by the employee.

**RETIREMENT SEVERANCE**

Individuals who were active members of the bargaining unit in September 2011 will receive five days pay at the time of their retirement from the district. Payment will be calculated at their then current daily rate.

**DURATION**

The contract will extend from July 1, 2011 through June 30, 2014 with a reopener for salary in Spring 2012. In addition, either party may request a reopener at anytime throughout that period for the purpose of discussions and/or negotiations regarding wages, benefits or other matters at issue.

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Rebecca Vasil, Deputy Superintendent

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Sharon Aguilar, Union Steward

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Date

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Date

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Laura Kolesky, Alternate Steward

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Date