

**Tentative Agreement
between
Roseville Community Schools
and the
Roseville Federation of Teachers
May 19, 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 RFT 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. RFT members will not be required to report to work on furlough days.

The furlough days will be scheduled on Tuesday, August 30; Thursday, June 14; and 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.

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.

LONGEVITY PAYMENTS

Payments may be prorated as in the following example. Teachers who have completed at least 10 months of their 14th year but will not reach 15 years by June 30 will receive a prorated portion of the payment.

SICK/PERSONAL DAYS

For the 2011/2012 school year, members of the bargaining unit will be credited with one additional sick day and one additional personal business day.

ELEMENTARY SCHOOL DAY

Article X, 1

P. 46

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|----|-----------------------------|------------|
| A. | Teacher duty begins | 8:20 a.m. |
| | 1 st Bell | 8:50 a.m. |
| | Instruction begins | 8:55 a.m. |
| | Lunch dismissal | 12:00 p.m. |
| | Teachers duty/instr. begins | 12:30 p.m. |
| | Students dismissed | 3:40 p.m. |
| | Teacher duty ends | 3:45 p.m. |
- B. Lunch period shall be duty free. Elementary principals may alter or stagger the lunch time provided every teacher receives a 30-minute duty free lunch each day.
- C. Delete sentence #2
- D. Delete

ELEMENTARY RECESS

With the advent of the 30-minute lunch period, elementary teachers will be permitted to schedule no more than one 20-minute outdoor recess period per day, with the following conditions:

- Teachers must accompany and supervise their own class.
- The recess period must be conducted in line with an educational goal established by the teacher and/or school.
- The principal must approve both the scheduling of the recess and the educational goal(s).

ELEMENTARY AUXILIARY SERVICE

Article X, 2 P. 46

- A. All teachers of grades K – 6, special education classrooms and auxiliary service classrooms as well as special service personnel shall receive 135 minutes of preparation time per week, exclusive of the time before students arrive in the morning.

Every effort will be made to distribute the time in blocks equivalent to 1 – 45 minute and 3 – 30 minute periods per week.

Article IX, 19 P.44 Delete second bullet

ELEMENTARY COMP TIME

Article IX, 20 P. 45

- A. ~~In the secondary schools,~~ Principals may allow teachers who substitute during their scheduled preparation period to earn compensatory time in lieu of payment.
- B. Compensatory time shall not be used on days proceeding or following holidays and vacations, except with prior approval of the Deputy Superintendent.

ASSIGNMENT AND TRANSFER

Article VII

The parties agree to revise procedures and timelines in a manner that will reduce disruption for staff and students.

CALENDAR

2012/2013

2013/2014

LAY-OFF LIST

Article VII, D P. 27

The names of laid off teachers shall be placed on the lay-off list in seniority order. Effective, June 1, 2010, the names of tenured teachers will remain on the list for five years. After five years, the name will be removed from the lay-off list and the teacher's employment with the district will be terminated.

Effective, June 1, 2010, the names of non-tenured teachers and paraprofessionals will remain on the list for three years or for a period equal to their employment in the district, whichever is the lesser. After three years, the teachers

EVALUATION

In the summer of 2011, the parties will finalize the process and the instrument for the annual evaluation of district teachers. In compliance with MCL 380.1249, the instrument will evaluate the teacher's job performance using multiple rating categories and taking into account student growth as a significant factor.

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.

By signing this agreement the Union does not agree or acknowledge that this provision is binding on either the Employer or the Union. In addition, the Union reserves the right to assert, where appropriate, that this clause is not enforceable.

DIRECT DEPOSIT

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

Article IX, 5, C pg. 35 Delete

CONSOLIDATION OR ANNEXATION

In the event that the school district enters into a consolidation or annexation arrangement with another district(s), to the extent permitted by the law, the seniority of all bargaining unit members will be "dove tailed" so that the employees of all affected, previously existing, governmental entities impacted by the annexation, consolidation, or reorganization, will be treated as if they had always been employed by whatever entity remains/survives without regard to which entity they were previously employed by.

SRP PARAPROFESSIONALS

The parties agree to increase the work day of SRP paraprofessionals to 7.5 hours.

DURATION

The contract will extend from September 1, 2011 through August 31, 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.

ADDITIONAL COMPENSATION

Beginning with the 2011-2012 school year, the Federation and the District agree that should every elementary and secondary (middle and high) school meet the state requirements and make adequate yearly progress based on the assessments administered in a given school year, each teacher shall receive a onetime additional compensation payment of \$25.00. The parties agree that, if at any time during the duration of this agreement, the District is found not to be receiving adequate revenue and/or have an adequate fund balance necessary to fund the provisions of this appendix, the district may, at its discretion, suspend the payment of additional compensation until such time as adequate funds are restored.

Should the requirement of additional compensation under Section 380.1250 of the Revised School Code be eliminated, this appendix shall sunset at the end of the school year in which the requirement of additional compensation is eliminated.

The Federation and the District agree that additional compensation under this provision shall:

1. Not alter or be considered a part of the salary schedules in Article IX of this agreement.
2. Not increase or reduce a teacher's work day or school year.
3. Not be subject to arbitration under the grievance process.

ADJUSTMENT IN SALARY

Where professional growth entitles a teacher to added salary, certified official records must be filed on or before Friday of the opening week of the teacher's year, or by Martin Luther King holiday in January for the second half of the school year.

RETIREMENT SEVERANCE

Individuals who were either active members of the bargaining unit or on the official district layoff list in September 2009 will receive five days pay at the time of their retirement from the district. Payment will be calculated at their then current daily rate.

LETTER OF UNDERSTANDING – SPECIAL EDUCATION CO-TAUGHT

Every effort will be made to limit the enrollment in co-taught secondary special education classes to a maximum of 35 students, 15 of whom may be certified special education classroom students.

LETTERS OF AGREEMENT

Laid off Teachers in Extended Assignments

Annual Evaluations 380.1249, 380.1250

Added Time – School Reform Plan

Rebecca Vasil, Deputy Superintendent

Gary Scheff, Union President

Date

Date