

MEMORANDUM OF UNDERSTANDING
between
ROMULUS COMMUNITY SCHOOLS
and
THE ROMULUS ASSOCIATION OF SCHOOL ADMINISTRATORS

This Memorandum of Understanding is entered into by and between the Board of Education of the Romulus Community Schools, hereinafter "Board," and the Romulus Association of School Administrators, hereinafter the "Administrators," in response to the financial impact of declining enrollment and likely additional reductions in state and local funding for the 2011-12 school year.

1. **Contract Extension and Duration of Plan:** This Memorandum of Understanding and all of its provisions are to take effect on July 1, 2011 and expire on June 30, 2013. Except as set forth in this document, all contract provisions of the existing RASA contract shall remain in effect through June 30, 2013.
2. **Health Insurance:** For the duration of this agreement, the Board will provide two options for employees who participate in the district's health insurance plan. Both options will reduce the Board's cost per employee by 20%
 - a. **Core Plan:** This plan will be provided at no cost to the employee and shall be the self funded Blue Cross Blue Shield Community Blue 1 (Suffix 004-20% savings) plan.
 - b. **Buy up (Current CB 1) Plan:** This plan will be provided at a cost of 20% to the employee and shall be the self funded Blue Cross Blue Shield Community Blue 1 (Suffix 004-20% savings). The Board will pay no more than 80% of the cost of each employee policy.
 - c. Employees selecting option a or b will be eligible for a section 125 and/or health savings account.
3. **Compensation:** There will be no adjustments to compensation for the duration of this agreement.
4. **Adjustments to Calendar:** Employees will be required to take unpaid furlough days according to the attached schedule. The Friday before Labor Day and the afternoon before Thanksgiving shall be scheduled as 1.5 furlough days for all employees.
 - a. Payroll deductions for the unpaid furlough days shall commence on the first payroll period of the 2011-12 school year.
 - b. An employee with 25 years of service or more can opt to make a health care premium contribution equal to the employee's furlough day deduction. An eligible employee must exercise this option in writing to the Director of Human Resources by August 1, 2012.
 - c. This furlough day arrangement shall only be effective for the 2011-12 and 2012-13 school years and shall not extend to any future years absent a mutual agreement of the parties.

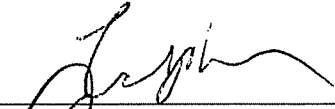
- d. Each employee shall submit a calendar to the Director of Human Resources for approval by the beginning of each semester indicating their chosen furlough days. This calendar may be modified during that semester with approval from the Director of Human Resources. At least half of the total furlough days shall be taken on non-student days or half days.
5. **Employee Equity:** The board will attain the cash savings equivalent of the 5/15 plan (5% salary/15% health insurance) as projected below for each bargaining unit. This savings shall be achieved through employee concessions and/or reduction of workforce.
6. **Layoffs:** For the duration of this letter of understanding the district will not lay off any member of RASA provided there is no further reduction of state per-pupil funding.
7. **Acknowledgement:** The Romulus Board of Education recognizes the importance of these cost saving reductions by the members of the Romulus Association of School Administrators.
8. **Fund Balance Sharing Agreement:** The concessions the parties have agreed to in this Agreement are a result of the 2011-12 State of Michigan funding reductions. If District's audited fund balance is positive in excess of \$1 Million at the end of the 2012-13 fiscal year, the District shall provide the Association members an off-schedule payment that shall make all members whole on furlough day concessions from the 2012-2013 school year.
9. This agreement is subject to ratification by both sides.

DATED: This 12th day of September, 2011

ROMULUS COMMUNITY SCHOOLS

ADMINSTRATORS

By



Daniel J. Mackenzie

 9-12-11

J. Salhany

RASA Bargaining Unit Concessions

RASA Position	Salary	5% Salary Redux	15% Insurance Redux	5%/15% Savings Target	20% Insurance Redux	Furlough Savings	Unpaid Furlough Days	Work Days	Per Diem Rate
HS Principal (1)	\$ 111,645.98	\$ 3,759.68	\$ 2,880.00	\$ 6,639.68	\$ 3,840.00	\$ 2,799.68	6.0 (5.6)	225	\$ 496.20
MS Principal(1)	\$ 103,141.43	\$ 3,473.29	\$ 2,880.00	\$ 6,353.29	\$ 3,840.00	\$ 2,513.29	6.0 (5.3)	216	\$ 477.51
Elem Principal (4)	\$ 98,865.96	\$ 3,329.31	\$ 2,880.00	\$ 6,209.31	\$ 3,840.00	\$ 2,369.31	5.0 (4.9)	206	\$ 479.93
HS AP (1)	\$ 97,856.23	\$ 3,295.31	\$ 2,880.00	\$ 6,175.31	\$ 3,840.00	\$ 2,335.31	5.0 (4.8)	201	\$ 486.85
HS AP (1)	\$ 93,902.64	\$ 3,162.17	\$ 2,880.00	\$ 6,042.17	\$ 3,840.00	\$ 2,202.17	5.0 (4.7)	201	\$ 467.18
MS AP (1)	\$ 95,525.04	\$ 3,216.81	\$ 2,880.00	\$ 6,096.81	\$ 3,840.00	\$ 2,256.81	5.0 (4.8)	202	\$ 472.90
Director 1 (1)	\$ 100,628.49	\$ 3,388.66	\$ 2,880.00	\$ 6,268.66	\$ 3,840.00	\$ 2,428.66	6.0 (5.2)	216	\$ 465.87
Director 2 (1)	\$ 95,947.88	\$ 3,231.04	\$ 2,880.00	\$ 6,111.04	\$ 3,840.00	\$ 2,271.04	5.0 (4.9)	206	\$ 465.77
RASA Savings Target				\$ 68,524.20	\$42,240.00	\$26,284.20			
CO Savings Target				\$64,732.55					
REA Savings Target (Projected)				\$1,415,743					
Para Savings Target (Projected)				\$104,769.00					
AFSCME Savings Target (Projected)				\$579,869.00					

