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MEMORANDUM OF UNDERSTANDING  
between  
ROMULUS COMMUNITY SCHOOLS  
and  
AFSCME Council 25, Local 64

This Memorandum of Understanding is entered into by and between the Board of Education of the Romulus Community Schools, hereinafter "Board," and the AFSCME Council 25, Local 64 "Local 64," in response to the financial impact of declining enrollment and reductions in state and local funding for the 2011-12 school year.

- Contract Extension and Duration of Plan:** This Memorandum of Understanding and all of its provisions are to take effect on November 1, 2011 and expire on June 30, 2014. Except as set forth in this document, all contract provisions of the existing Local 64 contract (2010 – 2012 Agreement) shall remain in effect through June 30, 2014.
- Health Insurance:** per CB1 with CBD \$500/\$1000, OV \$20, ER \$150, CBD, \$2000NB, CBCM NP \$4000, CBC 50% NP. Employees will be eligible for a section 125 account beginning in January, 2012.
- Compensation:** There will be no cost of living payments (COLA) for the duration of this agreement.
- Adjustments to Calendar:** Employees will be required to take vacation time, unpaid time off or up to 4 personal business days during energy shut down days as listed below for each year of this agreement:
  - CHRISTMAS BREAKS  
2012 – January 4<sup>th</sup> thru 6<sup>th</sup>  
2013 – January 2<sup>nd</sup> thru 4<sup>th</sup>  
2014 – December 23<sup>rd</sup> and January 2<sup>nd</sup> - 3<sup>rd</sup>
  - EASTER BREAK  
2012 – April 10<sup>th</sup> thru 13<sup>th</sup>  
2013 – April 2<sup>nd</sup> thru 5<sup>th</sup>  
2014 – April 22<sup>nd</sup> thru 25<sup>th</sup>
  - JULY FOURTH HOLIDAY  
2012 – July 2<sup>nd</sup> thru 3<sup>rd</sup> and 5<sup>th</sup> thru 6<sup>th</sup>  
2013 – July 1<sup>st</sup> thru 3<sup>rd</sup>

**5. Layoff and Outsourcing of Union Work:** The Romulus Community School district agree not to give Michigan Council 25 and Local 64 any opportunity to bid on an equal basis on contracting or sub-contracting work performed by the bargaining unit. Also, the following will apply:

- During the term of this Agreement no Local 64 bargaining member will be laid off.

- No work performed by Local 64 bargaining members will be contracted out or sub-contracted
6. In the event Romulus Community Schools District has to layoff or contract out work performed by Local 64 bargaining members this Memorandum of Understanding, including but not limited to, provision 5 will cease to exist from that point forward but will remain in full force and effect up to that point.
  7. Both parties agree to discuss all pending grievances within 30 days of ratification of this agreement.
  8. Any savings to the district beyond the 20% target will be used to address Local 64 staffing concerns.
  9. This agreement is subject to ratification by both sides.

DATED: This ninth (9th) day of September, 2011

ROMULUS COMMUNITY SCHOOLS      AFSCME Local 64

Robert A. Pelt 9-9-11      Melvin B. Binkley 9-9-11  
[Signature] 9-9-11      [Signature] 9-9-11  
[Signature] 9/12/11