

River Rouge Public Schools and the River Rouge Education Association
Memorandum of Understanding Framework

January 13, 2011

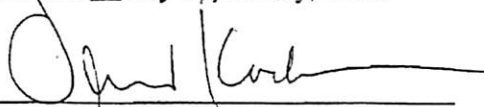
1. District agrees to submit Transformational approach to MDE contingent on ratification of this agreement by both parties.
2. There will be a 15% reduction in salary for each employee beginning with the 2011-12 school year. Salaries will be frozen for duration of this agreement covering the 2011-12, 2012-2013 and 2013-14 school years with no vertical or horizontal movement on the salary schedule during that period.
3. The 2010-11 salary schedule will become the starting point for negotiations for the 2014-15 contract. Salaries will revert to the 2010-11 amount unless otherwise agreed to as part of a successor agreement or extension of the memorandum of understanding. The parties agree to begin negotiations for the 2014-15 successor agreement in January of 2015 at the request of either party.
4. Insurance – for 2011-12 a maximum of \$1,600 per month for full-family on a "PAK" approach covering medical, dental, vision, life and long term disability insurances ___ per month for two party and ___ per month for single subscriber. For 2012-13 the district will provide up to \$1,728 per month for PAK rated full family _____ for two party and _____ per month for single subscriber. If the cost of insurance exceeds that amount, a committee composed of 3 union representatives and three management representatives will determine whether employees will change the benefit structure, or alternatively to pay the difference between the maximum amount described above and the cost of the premium through payroll deduction.
5. The parties will establish a labor/management committee that will meet on a monthly basis from 3:30 to 4:30 on a day mutually agreed upon. Regular committee membership is 3 from the union and 3 management. The purpose of the committee is to discuss and resolve issues of mutual concern.
6. Layoff and Recall – Change the recall period from 6 years to 3 years. The district will use last address provided by the employee to the district as the official address for purposes of this agreement.
7. Sick Leave Payout – Up to seven teachers who have at least 100 days of sick days accumulated by June 30, 2011 will be "grandfathered" under the existing contract language. For the future, to be eligible for a compensation for unused sick days, an employee must have at least 20 years work experience in the district. They will be paid 50% of daily rate times number

of days accumulated up to a maximum of 200 with total payout maximum of \$20,000 for any individual employee.

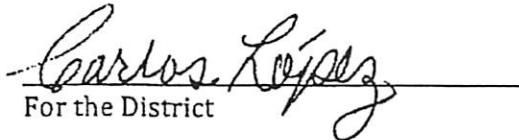
8. Finance Committee - The District will hold the Finance Committee of the Board will hold its meetings in public. However, if the Finance Committee chooses to hold its meeting other than in the public, the union will be permitted to appoint one person to attend as an observer providing the observer/representative signs a statement agreeing to maintain confidentiality of the discussions he/she attends until after the information discussed is presented at a public board meeting.
9. The parties agree to execute an addendum the current contract for compliance with the Transformational Model of school reform consistent with Michigan regulations and law for PLA schools.
10. Provisions of this Memorandum of Understand supersede the 2010-11 collective bargaining agreement.

Tentative Agreement, Subject to Ratification by both parties.

Signed this 14 day of January, 2011



For the River Rouge Education Association



For the District