

MEMORANDUM OF UNDERSTANDING
between
ROMULUS COMMUNITY SCHOOLS
and
THE ROMULUS CENTRAL OFFICE EMPLOYEES

This Memorandum of Understanding is entered into by and between the Board of Education of the Romulus Community Schools, hereinafter “Board,” and the Romulus Central Office Employees¹, hereinafter the “CO Group”. The parties acknowledge that the District currently faces a significant structural deficit caused by the combination of declining enrollment and significant cuts to the District’s per-pupil foundation allowance.

1. **Contract Extension and Duration of Plan:** This Memorandum of Understanding and all of its provisions are to take effect on July 1, 2013 and expire on June 30, 2016. Except as set forth in this document, all provisions of the existing employee contracts and at will agreements (administrative assistant for payroll) shall remain in effect through June 30, 2016.
2. **Health Insurance:** The parties agree to form a “Healthcare Taskforce” consisting of representatives from each employee group to review and recommend to the parties health insurance policy plans. The Employer may take action in compliance with Public Act 152 of 2011, and payroll deductions are authorized for this purpose. Once the Employer has made the choices allowable under PA152, the Employer shall pay the maximum amount allowable by state law toward the total cost of the medical and prescription premiums for the plans offered.
 - (a) Each employee shall have his/her choice of one of the options subject to changes that may be negotiated as a result of the recommendations of the Healthcare Taskforce.
3. **Wage Reductions – 2013-14 School Year:** 10% across-the-board salary schedule reduction based on the “Contract Rate” column on the attached Board Office Employee Concession Data document. This 10% reduction shall remain in effect for the 2014-2015 and 2015-2016 school years, unless the parties agree to a modification by way of the wage reopeners addressed below.
4. **Unpaid Furlough Days: 2013-14 School Year:** During the 2013-14 school year, CO Group members shall take unpaid furlough days according to the attached Board Office Employee Concession Data document.

Payroll deductions for the furlough day arrangement shall commence prospectively on the first payroll period of the school year. The deductions shall be prorated over the course of the entire school year.

These furlough day provisions shall remain in effect for the 2014-2015 and 2015-2016 school years, unless the parties agree to a modification by way of the wage reopeners addressed below.

¹ Central Office Employees are comprised of: Supervisor of Grants and Curriculum, Directors of Business and Human Resources, Director of Maintenance, Administrative Assistants for Superintendent, Human Resources, and Payroll, and Manager of Adult and Community Education.

5. **Wage Reopeners:**

2014-2015 School Year: All actual salaries are frozen for the 2014-2015 school year. The parties agree to reopen negotiations on salary and furlough days for the 2014-2015 school year.

2015-2016 School Year: All actual salaries and salary step increases are frozen for the 2015-2016 school year. The parties agree to reopen negotiations on salary and furlough days for the 2015-2016 school year.

6. **Vacation Days:**

It is hereby agreed that during the 2013-2014 school year the Manager of Adult and Community Education, Administrative Assistant to Superintendent, and Administrative Assistant to Human Resource Director shall receive five (5) additional vacation days, at no cost to the District.

These vacation provisions shall remain in effect for the 2014-2015 and 2015-2016 school years.

DATED: This 20th day of May, 2013

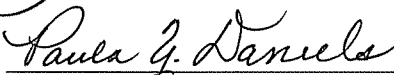
ROMULUS COMMUNITY SCHOOLS

By: 

President, Board of Education

By: 

Secretary, Board of Education

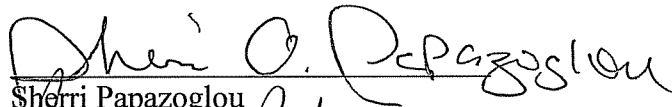
By: 

Superintendent

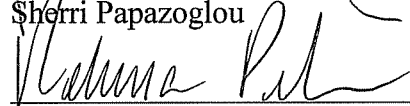
EMPLOYEES

By: 


Paula Daniels

By: 


Sherri Papazoglou

By: 

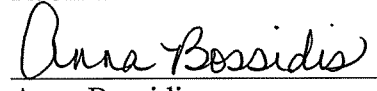
Rebecca Pek

By: 

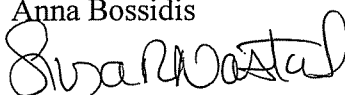
Don Morris

By: 

Robin Frazier

By: 

Anna Bossidis

By: 

Lisa Nastal

By: 

Cynthia Bennett

Position	Name	Work Year	Contract Rate	2013-2014		Per Diem		2013-2014		2013-2014	
				10% Reduction	Reduction	without Furlough	Furlough	Furlough	Reduction	Annual Compensation	
Supervisor of Grants and Curriculum	Daniels	210	\$ 104,940.42	\$ 10,494.04	\$ 94,446.38	\$ 449.74	\$ 2,248.72	\$ 92,197.65			
Director of Business and Operations	Papazoglou	230	\$ 110,075.00	\$ 11,007.50	\$ 99,067.50	\$ 430.73	\$ 2,153.64	\$ 96,913.86			
Director of Human Resources	Pek	230	\$ 106,050.00	\$ 10,605.00	\$ 95,445.00	\$ 414.98	\$ 2,074.89	\$ 93,370.11			
Director of Maintenance	Morris	230	\$ 78,734.00	\$ 7,873.40	\$ 70,860.60	\$ 308.09	\$ 1,386.40	\$ 69,474.20			
Manager of Adult and Community Education	Frazier	230	\$ 45,905.00	\$ 4,590.50	\$ 41,314.50	\$ 179.63	\$ -	\$ 41,314.50			
Administrative Assistant to Superintendent	Bossidis	230	\$ 51,855.00	\$ 5,185.50	\$ 46,669.50	\$ 202.91	\$ -	\$ 46,669.50			
Administrative Assistant to Human Resource Director	Nastal	230	\$ 48,300.00	\$ 4,830.00	\$ 43,470.00	\$ 189.00	\$ -	\$ 43,470.00			
Payroll	Bennett	230	\$ 48,300.00	\$ 4,830.00	\$ 43,470.00	\$ 189.00	\$ -	\$ 43,470.00			