

SETTLEMENT AGREEMENT

IT IS HEREBY AGREED between the Romulus Community Schools Board of Education (“the School District”) and the Wayne County MEA/NEA (“the Association”) that, in tentative settlement of all outstanding issues under negotiation, the parties’ bargaining teams agree, and agree to recommend ratification to their respective principals, as follows:

1. The parties agree to a collective bargaining agreement commencing with the date this Agreement is ratified by all parties to, and including, November 30, 2017.
2. The parties’ new agreement shall be the same their agreement that expired on August 16, 2016, except as modified herein.
3. Effective upon the date of ratification of this Agreement by both parties, revise Appendix B so as to increase the salary rates by 2.00%, with all salaries based upon the current salaries being paid. Effective upon the date of ratification of this Agreement by both parties, any employee on Steps 1-11 of Appendix B on that date will advance one-half (1/2) step on the applicable salary schedule, with all salaries based upon the current salaries being paid.
4. On November 20, 2017, any employee on Steps 1-11 of Appendix B on that date will advance one-half (1/2) step on the applicable salary schedule, with all salaries based upon the current salaries being paid as adjusted by Paragraph 3 above.
5. The calendar for the 2017-2018 school year shall be as attached, and will remain in full force and effect despite the expiration of the collective bargaining agreement on November 30, 2017. Teachers need not report for work on records days, but all records must be completed in a timely manner. Teachers will work full days on August 29 and 30, 2017. Revise Article V, Section A to provide for seven (7) hours and thirty-five (35) minutes. Revise Article V, Section C(2) to provide for five (5) hours and forty-eight (48) minutes. Revise Article V, Section C(2)(b) to provide for six (6) hours and sixteen (16) minutes.
6. The grievance and demand for arbitration regarding the Department Heads is withdrawn and will not be refiled. Article V, Section E(2) will be revised to reflect the duties listed on the attached. In posting for future vacancies in Department Head positions, the School District will limit the duties on the posting to those set forth in the collective bargaining agreement.
7. Schedule B as attached.
8. The parties withdraw all other proposals.

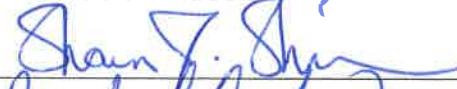
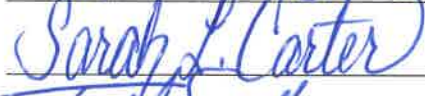

9. The Association will ratify this Agreement first, and will notify the School District in writing when it has so ratified.

Dated 2 - 8, 2017.

THE SCHOOL DISTRICT



THE ASSOCIATION

ROMULUS COMMUNITY SCHOOLS



AUGUST 2017				
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

- August**
29 Tchr-Full Day PD - TBD - 6 of 30 DPPD Hrs
30 AM PD - School Improvement - 3 of 30 DPPD Hrs
 PM Teacher Workday
31 No School for Teachers

SEPTEMBER 2017				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

- September**
01 No School for Teachers
04 Labor Day Holiday - No School
05 First Day of School for Students
 ½ Day AM for Students - Staff Mtg / Tchr Wrk Day PM
06 REA Mtg Day 4 PM
13 All Schools 1-Hr Early Release Tchr PD-PLT + 1-Hr Mtg
14 Middle School Open House (6:00-7:00)
20 Tchrs + 1-Hr Mtg Day
21 ELEM Open House (6:00-7:00)

OCTOBER 2017				
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

- October**
04 Count Day—All Students Attendance Required
 REA Mtg Day 4 PM
11 All Schools Half-Day AM -Tchr PD PM + 1-Hr Mtg
13 ELEM & HS Progress Report 1 / TRI 1
18 Tchrs + 1-Hr Mtg Day
19 HS - PT Conf (2:30-4:30 & 5:30-7:30)

- November**
01 REA Mtg Day 4 PM
03 RMS End Qtr 1 (6 of 30 DPPD Hrs)
07 No School - Tchr PD Day (8-3 w/ 1-Hr Lunch)
08 Tchrs + 1-Hr Mtg Day
09 RMS Half-Day AM /PT Conf (12- 4:30 & 5:30-8:00)
15 All Schools Half-Day AM - Tchr PD PM + 1-Hr Mtg
22 All Schools - 1/2 Day AM
23 No School - Thanksgiving Day
24 No School - Thanksgiving Holiday Break
29 HS - Full Day All Students - Exam Hr 1
30 HS - Half-Day All HS Students - Exam Hr 2 & 3
 HS Tchr Furlough Day PM
 EL Half-Day AM / Tchr Wrkday PM

NOVEMBER 2017				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

DECEMBER 2017				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

- December**
01 HS - Half Day All HS Students - Exam Hr 4 & 5
01 ELEM & HS - 1/2 Day AM ELEM & HS End TRI 1
04 HS & ELEM- Tri-2 Begins
06 REA Mtg Day 4 PM
07 EL Half-Day AM / PT Conf (12:45 - 8:15)
08 EL Only ½ Day AM / ELEM Tchr Furlough Day PM
13 Tchrs + 1-Hr Mtg Day
20 Tchrs + 1-Hr Mtg Day
22 Winter Recess Begins at End of Day
25-29 No School - Holiday Break

JANUARY 2018				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

- January**
01 - 05 No School - Holiday Break
08 Classes Resume
10 REA Mtg Day
15 No School - MLK Day - Community Program RHS
17 Tchrs + 1-Hr Mtg Day
19 HS & Elem Progress Report 3 / Tri 2
24 Tchrs + 1-Hr Mtg Day
25 RMS - ½ Day Students AM / Tchrs Wrkday PM
25 HS - PT Conf (2:30-4:30 & 5:30-7:30)
26 RMS Half-Day AM - End Semester 1
 RMS Only - ½ Day Students AM/Tchr Furlough Day PM

2017-2018 DISTRICT CALENDAR

FEBRUARY 2018				
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28		

- February**
07 REA Mtg Day 4 PM
14 Count Day—All Students Attendance Required
 All Schools 1-Hr Early Release Tchr PD-PLT + 1-Hr Mtg
15 ELEM PT Conferences (5:00-8:00)
16 Half-Day AM for All Students
19 No School Mid-Winter Break
20 No School Mid-Winter Break
21 Tchrs + 1-Hr Mtg Day

MARCH 2018				
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

- March**
07 REA Mtg Day 4 PM
07 HS - Exam Hr 1
08 HS - ½ Day All HS Students - Exam Hr 2 & 3
 ELEM - Half-Day AM / Tchr Workday PM
08 RMS - PT Conferences (4:00 - 7:00)
09 HS - Half-Day All HS Students - Exam Hr 4 & 5
 ELEM - Half-Day AM / Tchr Workday PM
 HS & ELEM End TRI 2 / Tchr Workday PM
14 All Schools Half-Day AM - Tchr PD PM + 1-Hr Mtg
21 Tchrs + 1-Hr Mtg Day
29 Spring Break Begins at End of Day
30 No School - Holiday Observance

APRIL 2018				
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

- April**
02-06 No School
09 Classes Resume
10-11-12 HS - State Testing Days (1/2 Days TBD)
10-11-12 HS Two 1/2 Day Dates TBD for Testing
11 REA Mtg Day 4 PM
13 RMS End Qtr 1
18 Tchrs + 1-Hr Mtg Day
25 Tchrs + 1-Hr Mtg Day

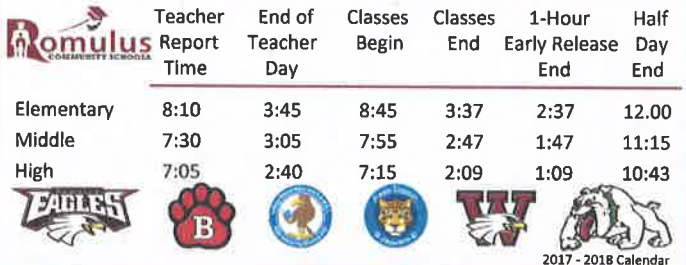
MAY 2018				
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

- May**
02 REA Mtg Day 4 PM
04 ELEM - HS Progress Report 5 / Tri 3
09 All Schools 1-Hr Early Release Tchr PD-PLT + 1-Hr Mtg
10 HS - PT Conf (2:30-4:30 & 5:30-7:00)
16 Tchrs + 1-Hr Mtg Day
28 No School - Memorial Day Holiday
31 HS - Senior Exams -Hour 1 & 2 & 3

JUNE 2018				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

- June**
01 HS - Senior Exams - Hr 4-5 - Seniors Last Day of School
06 REA Mtg Day 4 PM
09 HS - Graduation
12 ELEM & RMS-1/2 Day Students AM/Tchr Work Day PM
 HS - Full Day for Students - Exam Hr 1
13 ELEM-Half Day AM / Tchr Furlough Day PM
 HS 1/2-Day AM - Exam Hr 2-3/ Tchr Furlough Day PM
 MS 1/2-Day AM - Exam Hr 1-3/ Tchr Furlough Day PM
 All Buildings - *NO Students allowed to Walk Home
14 ELEM-1/2 Day AM-Last Day of School-Tchr Work Day PM
 HS - Half-Day - Exam Hr 4 & 5 / Tchr Work Day PM
 RMS - Half-Day - Exam Hr 4 - 6 / Tchr Work Day PM
 ELEM & HS End TRI 3 MS End Semester 2
 All Schools - *NO Students allowed to Walk Home
15 Begin a Safe Summer Break - See You in September
26 & 27 HS - Summer School Registration

	Teacher Report Time	End of Teacher Day	Classes Begin	Classes End	1-Hour Early Release End	Half Day End
Elementary	8:10	3:45	8:45	3:37	2:37	12:00
Middle	7:30	3:05	7:55	2:47	1:47	11:15
High	7:05	2:40	7:15	2:09	1:09	10:43



- A. Retirement pay for all Employees who have five (5) years in the system at retirement based upon Michigan School Law or Social Security Law, shall be paid at the rate of one-half (1/2) of unused sick days at the contract rate of pay up to a maximum of \$10,000.
- B. Terminal leave pay for any Employee leaving the Romulus School District after ten (10) years or more of continuous service will be paid for one-half (1/2) of his unused sick days at the contract rate of pay up to a maximum of \$5,000.
- C. Upon death of an Employee, who is otherwise eligible to receive retirement pay or terminal leave pay, then his/her retirement pay or terminal leave pay, as the case may be, will be paid to a beneficiary.
- D. Contract rate of pay shall mean the Employee's per diem rate of pay as of the last day he/she was actively working.

ARTICLE XII - PROFESSIONAL COMPENSATION

- A. Salaries - The salaries of teachers and supplementary pay schedule covered by this Agreement are set forth in Appendix B which is attached to and will be incorporated in this Agreement.
 - 1. All salaries listed above shall be paid on a ten (10) month basis in twenty-one (21) installments. Employees will have an option of twenty-six (26) equal installments. Employees wishing to elect this option must submit their request in writing to the bookkeeping office by the end of the first week of the school year. There will be no lump sum payments. Installments due after the close of school will be mailed, at Employers expense, to the address provided by the Employee.
- B. Healthcare Coverage- 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 any 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.

Programs-described below are for each Employee who completes their contractual obligation and who is on a continuing contract with the Employer for the full twelve (12) month period commencing September 1. Any Employee who has been placed on lay-off or who is on an unpaid leave of absence shall be provided insurance coverage at their own expense at the group rate for a period of at least twelve (12) months or the duration of the leave, whichever is longer. Any Employee who resigns shall cease to be entitled to such benefits as of the date that his/her resignation becomes effective. In the event of an Employee taking an approved health leave, the Employee's fringe benefits will be paid for the full twelve (12) month period providing that the Employee completes 140 of 185 scheduled working days.

1. 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:
 - (a) **Plan A – BCBS CORE Plan**
This plan shall be the self-funded BCBS Community Blue 1. This Plan will include an employee funded HSA as allowed by law.
 - (b) **Plan B – BCBS “Buy Up” Plan**
This plan will be provided at a cost of 20% premium contribution by the employee, in addition to any contributions required under Public Act 152, and shall be the self-funded BCBS Community Blue 1. This Plan will include an employee funded HSA as allowed by law.
 - (c) **Plan B - Employees eligible for District-paid health insurance who are covered by another employer-paid group health plan can opt-out of the District’s group health plan under the following terms and conditions:**
 - (1) To opt-out, an employee must file a written statement acknowledging that he/she is covered by another group health plan.
 - (2) An employee who opts-out shall be entitled to accrue a payment of \$125 per monthly billing period for any billing period during which hospitalization insurance is not provided by the District during the calendar year following the date the employee opted-out.
 - (3) Said payment shall be made as an adjustment to a regular paycheck to those employees who are entitled to a regular paycheck in the first pay period in December, or on a monthly basis, as determined by the District.
 - (4) A Section 125 Plan shall be adopted.
 - (5) In the event an employee is eligible for the District’s health insurance, but elects not to take it because he/she is covered by another employer-paid group health plan, and subsequently loses his/her coverage under that other plan, then said employee shall be allowed to enroll in the District’s group health plan and said coverage shall become effective at the beginning of the next billing period.
2. The Employer will provide MESSA Delta Dental Plan, Auto +, with Orthodontic Rider 0-8 including internal and external coordination of benefits for all Employees and their eligible dependents. The Employer retains the right to change dental insurance carriers, or to provide these benefits through self-insurance, as long as no reduction in benefits from the Delta Dental program in place for the 2012-13 school year occurs. The School District shall meet with the Association before any change in dental carriers occurs.
3. Life Insurance - \$50,000 with double indemnity for AD & D.
4. The Employer will select the insurance carrier to provide long-term disability insurance, at no cost to the teacher, that maintains at least a salary guarantee of

60%, a maximum 60 day waiting period for eligibility, and a maximum monthly benefit of \$3,000 per month.

5. The Employer shall provide without cost to the Employee the VSP-2 MESSA Full Family Intermediate Vision Care Plan to all Employees and their eligible dependents.
6. Employees who are less than full-time shall pay a portion of the premium on LTD, Life, Dental and Vision on a prorated basis and the COBRA rate on a prorated basis for hospitalization.
7. Employees must enroll in the various insurance plans and all plans are subject to the terms and conditions in the policies between the carrier/provider and the District.
8. A laid-off Employee may continue insurance benefits for up to thirty six (36) months by paying the monthly premium(s).

C. Supplementary Salaries -

1. The number of people under these supplementary assignments will be determined by the Superintendent of Schools as required by the finances of the District.
2. In the interest of quality programs, supplementary assignments shall continue until the individuals' resignation from the position or termination from the position.
3. Salaries for full-year supplemental assignments shall be added to the Employee's contract salary or paid lump sum in June, at the Employee's option.
4. The Supplementary Pay Schedule is set forth as follows (*indicates full year supplemental assignments):

ATHLETIC POSITIONS

SPORT	POSITION	GENDER	2014-2015	2015-2016	2016-2017
BASEBALL	V HEAD COACH	BOYS	\$3,846	\$3,846	\$3,846
	V ASST. COACH		\$2,884	\$2,884	\$2,884
	JV HEAD COACH				\$2,884
	MS HEAD COACH				\$3,204
BASKETBALL	V HEAD COACH	BOYS			\$4,809
	V ASST. COACH		\$4,809	\$4,809	\$3,607
	JV HEAD COACH		\$3,607	\$3,607	\$3,607
	FRESHMAN COACH				\$3,204
	MS HEAD COACH				\$3,204
BASKETBALL	V HEAD COACH	GIRLS	\$4,809	\$4,809	\$4,809
	V ASST. COACH		\$3,607	\$3,607	\$3,607
	JV HEAD COACH				\$3,607
	MS HEAD COACH				\$3,204
BOWLING	HEAD	BOTH			\$3,204
CHEERLEADING	V HEAD COACH	GIRLS	\$3,204	\$3,204	\$3,204
	JV HEAD COACH		\$2,402	\$2,402	\$2,402
	MS HEAD COACH				\$3,204
CROSS COUNTRY	V HEAD COACH	BOTH	\$3,204	\$3,204	\$3,204
	ASST. COACH		\$2,402	\$2,402	\$2,402
FOOTBALL	V HEAD COACH	BOYS			\$4,809
	V ASST. COACH (2)				\$3,607
	V ASST. COACH (1)		\$4,809	\$4,809	\$2,104
	JV HEAD		\$3,607	\$3,607	\$3,607
	JV ASST				\$2,104
	V / JV ASST. COACH				\$2,104
	MS HEAD COACH				\$3,204
	MS ASST. COACH (2)				\$2,402
GOLF	V HEAD COACH	BOTH	\$3,204	\$3,204	\$3,204
	ASST. COACH		\$2,402	\$2,402	\$2,402
LACROSS	V HEAD COACH	BOTH	\$3,204	\$3,204	\$3,204
	ASST. COACH		\$2,402	\$2,402	\$2,402
SOCCER	V HEAD COACH	BOYS	\$3,204	\$3,204	\$3,204
	ASST. COACH	BOYS	\$2,402	\$2,402	\$2,402
SOCCER	HEAD COACH	GIRLS	\$3,204	\$3,204	\$3,204
	ASST. COACH	GIRLS	\$2,402	\$2,402	\$2,402
SOFTBALL	V HEAD COACH	GIRLS	\$3,846	\$3,846	\$3,846
	V ASST. COACH		\$2,884	\$2,884	\$2,884
	JV HEAD COACH				\$2,884
	MS HEAD COACH				\$3,204
SWIMMING	HEAD COACH	BOTH			\$3,000
	ASST. COACH				\$1,500
TENNIS	V HEAD COACH	GIRLS	\$3,204	\$3,204	\$3,204
	JV COACH		\$2,402	\$2,402	\$2,402

TRACK	HS V HEAD COACH	BOTH	\$3,846	\$3,846	\$3,846
	HS V ASST. COACH		\$2,884	\$2,884	\$2,884
VOLLEYBALL	MS HEAD COACH	GIRLS	\$3,846	\$3,846	\$3,846
	MS ASST. COACH		\$2,884	\$2,884	\$2,884
WRESTLING	V HEAD COACH	BOTH	\$3,846	\$3,846	\$3,846
	V ASST. COACH		\$2,884	\$2,884	\$2,884
	FRESHMAN COACH				\$3,204
	MS HEAD COACH				\$3,204
	MS ASST. COACH				\$2,402

NON-ATHLETIC POSITIONS

LEVEL	POSITION	SALARY	2014-2015	2015-2016	2016-2017
ALL LEVELS	NON-TEACHING FUNCTIONS (EX: COMMITTEE WORK, CHAPERONE, LUNCH DUTY, SPECIAL PROGRAM SUPERVISION, SCHOOL IMPROVEMENT & OTHER WORK BEYOND NORMAL WORKDAY)	HOURLY	\$14.63	\$14.63	\$14.63
	SUBSTITUTING DURING PREPARATION PERIOD	HOURLY	\$17.28	\$17.28	\$25.00
	SUMMER INSERVICE (WITHOUT STUDENTS), INCLUDING WORKSHOPS	HOURLY	\$22.63	\$22.63	\$22.63
	TEACHERS (SUMMER SCHOOL, AFTER-SCHOOL TUTORING, ADULT EDUCATION, DRIVER'S ED.)	HOURLY	\$27.03	\$27.03	\$27.03
	WORKER (ATHLETIC EVENTS)	HOURLY	\$13.50	\$13.50	\$13.50
ELEMENTARY	COORDINATOR (SAFETY PATROL)	YEARLY	\$1,604	\$1,604	\$250
	COORDINATOR (STUDENT ADVISORY COUNCIL)	YEARLY	\$1,604	\$1,604	\$1,604
	ELEM BAND DIRECTOR 1 EVENING PERFORMANCE PER BLDG MIN	YEARLY			\$100 / BLDG
MIDDLE	ADVISOR (YEARBOOK*) AFTER SCHOOL PROGRAM	YEARLY	\$1,925	\$1,925	\$1,925
	ADVISOR (STUDENT COUNCIL)	YEARLY	\$1,925	\$1,925	\$1,925
	ADVISOR (LEADERSHIP*)	YEARLY	\$1,925	\$1,925	\$1,925
	ADVISOR (STUDENT ACTIVITIES*)	YEARLY	\$1,925	\$1,925	\$1,925
	ADVISOR (OLYMPIAD) SCIENCE	YEARLY	\$769	\$769	\$769
	ADVISOR (OLYMPIAD) Soc. St.	YEARLY	\$769	\$769	\$769
	ADVISOR (NEWSPAPER*) AFTER SCHOOL PROGRAM	YEARLY	\$1,925	\$1,925	\$1,925
	MS BAND DIRECTOR	YEARLY	\$4,809	\$4,809	\$4,809
	DEPARTMENT HEAD	YEARLY	\$3,846	\$3,846	\$3,846

LEVEL	POSITION	SALARY	2013-2014	2014-2015	2015-2016
MIDDLE	EXTRA TEACHING POSITION *SEE ARTICLE XII, ITEM D3	YEARLY* (BASED ON SEMESTERS)	1/6 OF BA BASE	1/6 OF BA BASE	1/6 OF BA BASE
SENIOR	ADVISOR (YEARBOOK)* AFTER SCHOOL PROGRAM	YEARLY	\$1,925	\$1,925	\$1,925
	ADVISOR, B.P.A.	YEARLY	\$769	\$769	\$769
	ADVISOR H.O.S.A.	YEARLY	\$769	\$769	\$769
	ADVISOR, ROBOTICS	YEARLY	\$769	\$769	\$769
	ADVISOR, VICA / FCCLA	YEARLY	\$769	\$769	\$769
	CHOREOGRAPHER, COLOR GUARD	YEARLY	\$1,025	\$1,025	\$1,025
	INSTRUCTOR COLOR GUARD	YEARLY	\$1,025	\$1,025	\$1,025
	ADVISOR (FRESHMAN CLASS)	YEARLY	\$2,244	\$2,244	\$2,244
	ADVISOR (NATIONAL HONOR SOCIETY)	YEARLY	\$3,203	\$3,203	\$3,203
	ADVISOR (JUNIOR CLASS)	YEARLY	\$2,244	\$2,244	\$2,244
	ADVISOR (NEWSPAPER)* AFTER SCHOOL PROGRAM	YEARLY	\$1,925	\$1,925	\$1,925
	ADVISOR (SENIOR CLASS)	YEARLY	\$3,203	\$3,203	\$3,203
	ADVISOR (SOPHOMORE CLASS)	YEARLY	\$2,244	\$2,244	\$2,244
	ADVISORS (STUDENT GOVERNMENT)	YEARLY	\$3,203	\$3,203	\$3,203
	BAND DIRECTOR	YEARLY	\$4,809	\$4,809	\$4,809
	MARCHING BAND	YEARLY	\$3,359	\$3,359	\$3,359
	CHORAL DIRECTOR	YEARLY	\$2,883	\$2,883	\$1,800
	DEBATE COACH	YEARLY	\$2,883	\$2,883	\$2,883
	DEPARTMENT HEAD	YEARLY	\$3,846	\$3,846	\$3,846
	DRAMA DIRECTOR	YEARLY	\$1,925	\$1,925	\$1,925
	QUIZ BOWL ADVISOR	YEARLY	\$769	\$769	\$769

LEVEL	POSITION	SALARY	2013-2014	2014-2015	2015-2016
	EXTRA TEACHING POSITION * SEE ARTICLE XII, ITEM D3	YEARLY* (BASED ON TRIMESTERS)	1/5 OF BA BASE	1/5 OF BA BASE	1/5 OF BA BASE
DISTRICT M-STEP	COORDINATOR	YEARLY	\$3,076	\$3,076	\$3,076
DISTRICT MI ACCESS	COORDINATOR	YEARLY	\$1,538	\$1,538	\$1,538
S.I.T. FACILITATOR	FACILITATOR	YEARLY	\$1,400	\$1,400	\$2,400
PBIS	FACILITATOR	YEARLY			\$250
SPECIAL ED ACCOMMODATIONS M-STEP / SAT	COORDINATOR	YEARLY			\$900

D. Other Compensation

1. Employees substituting during preparation/consultation periods shall be paid at the hourly rate of \$25.00.
2. Employees teaching driver training, adult education and summer school shall be paid at the hourly rate of \$27.03.
3. Employees shall receive additional pay for performing extra teaching assignments. This sum shall be one class divided by total number of master schedule classes per building of the BA Base (i.e., 1/5 at RHS, 1/6 at RMS). Multiple shall be determined by current year master schedule per building. Assignments shall include but not be limited to acceptance of a teaching assignment during normal preparation time.
4. Employees who participate in additional non-teaching functions (i.e., chaperones, lunch duty, special program supervision, school improvement, and other work beyond normal workday) shall be paid at the hourly rate of \$14.77.
5. Employees working at athletic events shall be paid at the hourly rate of \$13.50.
6. Employees who continue studies beyond the BA or MA Degree shall be paid \$25.00 per credit hour to a maximum of thirty (30) hours or seven hundred fifty dollars (\$750).
7. Employees who continue studies beyond the Ed. Specialist Degree shall be paid thirty dollars (\$30) per credit hour to a maximum of thirty (30) hours or nine hundred dollars (\$900).
8. Any Employee who attains the MA, Specialist or Doctorate Degree shall receive the appropriate adjustment in salary at the beginning of the next school semester.

9. Employees holding a vocational certificate and teaching a state-approved reimbursable class, whether or not that class is currently funded, shall receive the sum of \$300 above their placement on the salary schedule and \$100 per hour of such assignment.
10. School psychologists shall be placed on the Ed. Specialist salary schedule and receive the additional sum of \$500.
However, those school psychologists who hold a Doctorate Degree shall be placed on the Doctoral Salary Schedule and receive the additional sum of \$500.
11. Non-Degree, Vocationally Certified staff shall be placed on the BA scale with accumulated years of experience not to exceed four (4).
12. Upon recommendation of the principal, Employees may be employed one (1) week before school opens or one (1) week after school closes. Compensation will be based on regular salary.
13. No outside experience credit shall be granted to newly hired Employees without the prior approval of the union.
14. Employees who participate in summer inservice (defined as that period of time between the end of a given school year and the beginning of the following school year) shall be paid at the hourly rate of \$22.62.
15. Mileage rate for use of personal car shall be at the applicable IRS rate in effect at the start of each school year.

E. Mentor Stipend -

1. Both parties agree that the purpose of the mentoring program is to provide a comprehensive guide to support new teachers during their probationary period.
2. Mentor Responsibilities - Mentors will work with non-tenured teachers in cooperation with the Building Administrator. Mentors will guide the non-tenured staff in the areas of building and District-level policies and procedures, delivery of curriculum and classroom management.
3. Training of Mentors - The goal of mentor training is to increase the mentor's understanding and application of the principles of mentoring.

Training shall encompass the development of mentoring skills in the following areas:

- Area 1: Interpersonal Community Skills
- Area 2: Management
- Area 3: Instructional Support

Mentors will be trained in the development of critical skills needed to facilitate the training of non-tenured teaching staff.

Training will consist of one full day of training and an additional half-day for follow-up reflection. Follow-up sessions will provide mentors with the opportunity to evaluate the mentoring process to date and plan additional interventions and supports, as necessary.

4. Mentor Support Guidelines -

First Year Support Plan

- Mentors may support up to three teachers. (No more than two first-year teachers).
- Mentors will meet individually with each first year teacher bi-weekly to discuss the mentoring checklist and address individual needs.
- Mentors will invite beginning teachers to participate in small group activities and share in classroom observations.

Second Year Support Plan

- Mentors may continue to support new teachers in their second year.
- Mentors will meet with second year teachers monthly.
- Mentors will meet with second year teachers individually and/or in small groups.

Third Year Support Plan

- Mentors may continue to support the beginning teachers in their third year. Mentors will meet with teachers quarterly.
- Mentors will meet with third year teachers individually and/or in small groups.

5. Mentor Contract - Member contract may be renewed on an annual basis.

7. Mentor Pay Scale -

<u>Pay for 1st Mentee</u>	<u>Pay for 2nd Mentee</u>	<u>Pay for 3rd Mentee</u>
1st Year = \$600	1st Year = \$500	1st Year = \$400
2nd Year = \$500	2nd Year = \$400	2nd Year = \$300
3rd Year = \$400	3rd Year = \$300	3rd Year = \$200

ARTICLE XIII - CALENDAR

The calendars for the duration of this Agreement shall be the subject of negotiations between the parties on a year-to-year basis consistent with State of Michigan requirements shall be incorporated in this Agreement as Appendix A.

For each of the school years covered by this Agreement, parent-teacher conferences in the first semester will be conducted on one (1) day for each level, with no reduction in the number of parent-teacher conference hours from the 2008-2009 school year. The Association and the Superintendent and/or his designee will determine actual conference times no later than September 30, of each contract year. For the 2013-2014, 2014-2015, and 2015-2016 school years, teachers are responsible for completing nine (9) hours of professional development in addition to the professional development time set forth on the attached District calendar. These



Gary Banas, Director

ROMULUS COMMUNITY SCHOOLS

36540 Grant Road
Romulus, MI 48174
(734) 532-1663

OFFICIAL POSTING

POSITION:

Department Head

LOCATION:

START DATE:

SUPERVISOR:

QUALIFICATIONS:

1. Valid Michigan Teaching Certificate with a Secondary (Content) Endorsement.
2. Major or Minor in Specified Content Area - (Minor must have passed the Specified Content Area - MTTC Test).
3. Must meet the Elementary and Secondary Education / No Child Left Behind Act of 2001 - Highly Qualified.
4. Meets North Central Accreditation Standards.
5. Fluency with Common Core English Content Standards, experience Unwrapping the Standards, and / or experience determining Power Standards, preferred.
6. Master Teacher with strong knowledge and understanding of pedagogy, best practice, etc.
7. Demonstrated Leadership potential and skills.
8. Demonstrated belief in the value of collaboration and proven success as a collaborator.
9. Ability to lead a team, share the School's Vision and build commitment to it, within the Department.
10. Willingness to be actively involved in the school improvement process.

RESPONSIBILITIES:

1. Take an active leadership role in the development of the Middle School ELA Curriculum.
2. To cultivate the Department's strategies in achieving the mission and goals of the school and to establish Departmental objectives, assessments and policies in cooperation with the members of the Department.
3. Assist with the alignment of the curriculum for the Department, and support school / District initiatives.
4. Collaborate with District Curriculum Director, Elementary School Staff, and High School ELA staff to provide implementation and alignment of ELA Curriculum across grade levels.
5. Encourage faculty self-evaluation, professional growth, scholarship, and effective training.

6. To ensure Department representation, input and informational idea exchange regarding the total school program with the School Improvement Team.
7. To convey information to members of the Department regarding Plans, Curriculum Development and Assessment, Resources, and Activities which affect Department members.
8. To lead and hold regularly scheduled monthly Department Meetings, prepare the meeting Agenda and forward to building Principal and members of the Department at least 24-Hours in advance, and provide Meeting Minutes to the Building Principal and Director of Curriculum within one-week of the meeting.
9. Strive to publicize within the school, the district and the community Departmental endeavors, including, but not limited to, giving staff and student recognition to exceptional achievement.
10. To be responsible for building and / or District-wide educational exhibits, such as displays and programs.
11. To assist in the search and evaluation of prospective candidates to fill vacancies within the Department.
12. Maintains an up-to-date inventory of textbooks, equipment and materials.
13. Pre-approve, and submit to the Principal, all Departmental Purchase Orders for the upcoming School Year.
14. To screen and submit to the Principal Field Trip Transportation requests from members of the Department.
15. To be available for consultation with Department members and principal on a regular basis, by appointment, and is available for a minimum of thirty (30) minutes daily, after the Employee's normal work day, for consultation.
16. Attends monthly Instructional Leadership Team meetings held by the Principal.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions:

- The employee must occasionally lift and move up to 25 pounds in supplies which requires bending, stooping and lifting.
- The employee must be able to use a variety of instructional materials in the classroom.
- The employee must use hands and arms to manipulate objects.
- The employee must use keyboards, tools and other controls.
- The employee must sit and stand for long periods of time.
- The employee must have normal vision and hearing with or without aid.
- The employee must be able to move about assigned location during the day.

WORK

ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job:

- The noise level in the work environment is usually moderate to loud.
- The employee is required to interact with students, staff, parents / guardians and occasionally with the public.
- At times, the employee may be directly responsible for the safety and well-being of students.

SALARY: As per REA Collective Bargaining Agreement

FILING DEADLINE: 2016 - 2017 School Year (Until Filled)

CONTACT: Gary Banas, Director of Human Resources
REA members can email their letter of interest to
Human Resources at: lnastal@romulus.k12.mi.us
all others apply online at <http://resa.net/services/humanresources/>

“AN EQUAL OPPORTUNITY EMPLOYER”

Romulus Community Schools is an Equal Opportunity Employer, who fully and actively supports equal access for all qualified applicants, regardless of race, color, gender, national origin, sex (including sexual orientation or transgender identity), disability, age, religion, height, weight, marital or family status, protected military veteran status, ancestry, genetic information, or any other legally protected category, (collectively, “Protected Classes”), in its programs and activities, including employment practices.

Distribution:

Administrative Personnel
REA President

BA Step	Steps with Half	Salary with Half Step	2% Salary Increase
1	1.0	35,273	35,978
	1.5	35,532	36,242
2	2.0	35,791	36,507
	2.5	36,555	37,286
3	3.0	37,319	38,065
	3.5	38,386	39,154
4	4.0	39,453	40,242
	4.5	40,635	41,447
5	5.0	41,816	42,652
	5.5	43,040	43,901
6	6.0	44,264	45,149
	6.5	45,461	46,370
7	7.0	46,656	47,589
	7.5	47,896	48,854
8	8.0	49,135	50,118
	8.5	50,661	51,674
9	9.0	52,187	53,231
	9.5	54,689	55,783
10	10.0	57,191	58,335
	10.5	59,828	61,025
11	11.0	62,465	63,714
	11.5	63,478	64,747
12	12.0	64,491	65,781

MA Step	Steps with Half	Salary with Half Step	2% Salary Increase
1	1.0	39,312	40,098
	1.5	39,586	40,378
2	2.0	39,859	40,657
	2.5	40,679	41,492
3	3.0	41,498	42,328
	3.5	42,692	43,546
4	4.0	43,886	44,764
	4.5	45,341	46,248
5	5.0	46,795	47,731
	5.5	48,467	49,436
6	6.0	50,138	51,141
	6.5	51,868	52,905
7	7.0	53,597	54,669
	7.5	55,327	56,433
8	8.0	57,056	58,198
	8.5	58,873	60,050
9	9.0	60,688	61,902
	9.5	63,598	64,870
10	10.0	66,506	67,836
	10.5	69,795	71,191
11	11.0	73,084	74,546
	11.5	74,416	75,904
12	12.0	75,747	77,262

	Steps with Half	Salary with Half Step	2% Salary Increase
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ES Step

1	1.0	43,228	44,093
	1.5	43,531	44,402
2	2.0	43,833	44,710
	2.5	44,784	45,679
3	3.0	45,734	46,648
	3.5	47,073	48,014
4	4.0	48,412	49,380
	4.5	49,792	50,788
5	5.0	51,173	52,196
	5.5	52,553	53,604
6	6.0	53,933	55,012
	6.5	55,319	56,425
7	7.0	56,704	57,838
	7.5	58,177	59,341
8	8.0	59,649	60,842
	8.5	61,336	62,563
9	9.0	63,023	64,283
	9.5	66,010	67,330
10	10.0	68,997	70,377
	10.5	72,565	74,016
11	11.0	76,133	77,656
	11.5	77,622	79,175
12	12.0	79,112	80,694

DR Step

1	1.0	45,206	46,110
	1.5	45,510	46,420
2	2.0	45,814	46,730
	2.5	46,766	47,701
3	3.0	47,718	48,672
	3.5	49,055	50,036
4	4.0	50,393	51,401
	4.5	51,772	52,807
5	5.0	53,151	54,214
	5.5	54,531	55,622
6	6.0	55,911	57,029
	6.5	57,296	58,442
7	7.0	58,682	59,855
	7.5	60,154	61,357
8	8.0	61,627	62,859
	8.5	63,313	64,579
9	9.0	64,999	66,299
	9.5	68,008	69,369
10	10.0	71,018	72,438
	10.5	74,629	76,121
11	11.0	78,240	79,805
	11.5	79,750	81,345
12	12.0	81,259	82,884