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ROMULUS FEDERATION OF PARAPROFESSIONALS – LOCAL 3422
AMERICAN FEDERATION OF TEACHERS -MI
and
ROMULUS COMMUNITY SCHOOLS
BOARD OF EDUCATION

SETTLEMENT AGREEMENT

It is hereby agreed by and between the Romulus Community Schools Board of Education ("the School District") and the Romulus Federation of Paraprofessionals – Local 3422, American Federation of Teachers – MI ("the Union") that, in tentative settlement of all outstanding issues under negotiation, the parties negotiating teams agree to the following settlement, and the parties agree to recommend ratification to their respective principals, as follows:

1. The parties' contract shall be effective from the date this Agreement is ratified by both parties through August 31, 2016.
2. The parties' new contract shall be the same as the parties' prior contract (if effect through August 31, 2013), except as modified by the provisions of this Agreement.
3. Wage Reduction: 10% reduction in all wage rates set forth in Article XI, Section A of the collective bargaining agreement. This 10% wage 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 reopeners addressed below.
4. Calendar/Compensation:
 - During the 2013-2014 school year, bargaining unit members shall not be scheduled to work and shall take ½ unpaid day on the Friday before mid-winter break.
 - During the 2013-2014 school year, there will be no Longevity payments.

These calendar/compensation 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 reopeners addressed below.

5. Reopeners: The parties agree to reopen negotiations on the salary and calendar/compensation provisions set forth in Nos. 3 and 4 above for the 2014-2015 and 2015-2016 school years.

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6. Health Insurance:

As soon as practicable after ratification of this Agreement by both parties, 2013-2014 MESSA Plan Selected. 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 PA 152, 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.

7. Remove Article III(A), Paragraphs 1, 2, 4, and 5, and Article III(B).
8. The Union and the School District withdraw all other proposals.
9. The Union will ratify this Agreement first, and will notify the School District in writing when it is ratified.

Date: 11/21/13

THE UNION

Roxanne Kucharski
Deborah Dunn

THE SCHOOL DISTRICT

[Signature]
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