

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

SETTLEMENT AGREEMENT - 02/15/2017

It is hereby agreed 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 groups, as follow:

The parties' contract shall be effective from the date this Agreement is ratified by both parties through August 31, 2018.

The parties' new contract shall be the same as the parties' prior contract (in effect through August 31, 2016), except as modified by the provisions of this Agreement.

Wages 2016-2017: A 3.0% hourly wage improvement in all wage rates as currently paid and set forth in Article XI, Section A of the CBA - Collective Bargaining Agreement. This 3.0% wage improvement shall go in effect with the first pay period, following ratification by PARA Union and the RCS Board of Education, in the 2016-2017 school year (earliest possible date March 17, 2017 pay period - covering 02/27/17 - 03/10/17.)

Calendar: Bargaining unit members will receive one and a half-day compensation for the Mid-Winter Break, per the School Calendar.

Wages 2017-2018: A 1.0% hourly wage improvement in all wage rates established for 2016-2017 to be set forth in Article XI, Section A of the CBA - Collective Bargaining Agreement. This 1.0% wage improvement shall go in effect with the first pay period of the 2017-2018 school year.

The Union and the School District withdraw all other proposals.

The Union will ratify this Agreement first, and will notify the School District in writing when it is ratified.

Dated: 02/15/17

The UNION

Roxanne Kucharsh

Deborah Dunn

Johnny L. Muckelbauer

THE SCHOOL DISTRICT

A. B. [Signature]

[Signature]

[Signature]

**ARTICLE XI - WAGE SCHEDULE**

- Discussion 02/15/2017

**A. 2016-2018 Wage Schedule**

2016-2017 2017-2018

<b><u>Unit A - Behavior Specialist</u></b>	<b>2009-10</b>	<b>2015-2016</b>	<b>3%</b>	<b>1%</b>
1st Year	\$23.52	\$21.17	\$21.81	\$22.02
2nd Year	\$24.47	\$22.02	\$22.68	\$22.91
3rd Year	\$25.53	\$22.98	\$23.67	\$23.91
<b><u>Unit B - Program Assistant</u></b>	<b>2009-10</b>	<b>2015-2016</b>	<b>3%</b>	<b>1%</b>
1st Year	\$18.29	\$16.46	\$16.95	\$17.12
2nd Year	\$18.89	\$17.00	\$17.51	\$17.69
3rd Year	\$19.69	\$17.72	\$18.25	\$18.43
10th Year	\$20.03	\$18.03	\$18.57	\$18.76
<b><u>Unit C - Media Tech</u></b>	<b>2009-10</b>	<b>2015-2016</b>	<b>3%</b>	<b>1%</b>
1st Year	\$14.58	\$13.12	\$13.51	\$13.65
2nd Year	\$15.29	\$13.76	\$14.17	\$14.31
3rd Year	\$16.58	\$14.92	\$15.37	\$15.52
10th Year	\$16.90	\$15.21	\$15.67	\$15.82
<b><u>Unit C-1 - Self-Contained Special Ed/Library Aides/Computer Lab Para/In House</u></b>	<b>2009-10</b>	<b>2015-2016</b>	<b>3%</b>	<b>1%</b>
1st Year	\$14.58	\$13.12	\$13.51	\$13.65
2nd Year	\$15.29	\$13.76	\$14.17	\$14.31
3rd Year	\$16.58	\$14.92	\$15.37	\$15.52
10th Year	\$16.90	\$15.21	\$15.67	\$15.82
<b><u>Unit C-2 - Network Specialists</u></b>	<b>2009-10</b>	<b>2015-2016</b>	<b>3%</b>	<b>1%</b>
1st Year	\$15.67	\$14.10	\$14.52	\$14.67
2nd Year	\$16.38	\$14.74	\$15.18	\$15.33
3rd Year	\$17.69	\$15.92	\$16.40	\$16.56
10th Year	\$17.98	\$16.18	\$16.67	\$16.83

<u>Unit D - Paraprofessional</u>	<b>2009-10</b>	<b>2015-2016</b>	<b>3%</b>	<b>1%</b>
1st Year	\$12.56	\$11.30	\$11.64	\$11.76
2nd Year	\$13.49	\$12.14	\$12.50	\$12.63
3rd Year	\$15.37	\$13.83	\$14.24	\$14.39
10th Year	\$15.75	\$14.18	\$14.61	\$14.75