



**Teachers cannot open contract** As clarification, the Northville Teachers cannot agree to re-open the contract without MEA approval. MEA has a *Replacement Contract Procedure* that prohibits an MEA affiliated local, such as the Northville Education Association, from considering or holding a vote to amend or replace any existing contract for the purpose of negotiating cost saving measures without specific authorization from MEA.

### Concessions:

**Teachers pay more for less health coverage** All NPS employee groups contribute a % of annual salary toward health coverage. Teachers are contributing more for less coverage. Teachers have been moved from BCBS Traditional to PPO1 coverage. Teachers have increased their contribution from  $\frac{1}{4}$  of 1% of annual salary to  $\frac{1}{2}$  of 1% of annual salary for PPO1 coverage. These costs do not include co-pays and deductibles paid by teachers.

**\$1-2.5 Million Savings with Teacher Step Freeze** Salary step pay schedules were created by business/industry as a cost savings measure. NPS Central Office administrators, building administrators and teachers have step increase pay schedules. Teachers took a step freeze which afforded the District a \$1 Million dollar savings in the first year, approximately \$2.5 Million additional savings in the 3 years following the initial step freeze and additional savings for the next 8 years.

**New teacher salary schedule provides future savings** Teachers hired on/after November 1, 2008, will be on a different pay schedule.

**Middle School Day/High School Block** Teachers agreed to contract language that allows for adjustments to middle/high school schedules.

### Additional Revenue Generating Suggestions:

- ✓ **\$2.7-5.8 Million Savings - Early Retirement Incentive (ERI) for Teachers** Teachers have proposed several early retirement scenarios based on 25 participants. Avondale, Berkley, Holly, Birmingham, Farmington, Ferndale, Hazel Park, Livonia, Novi, Plymouth-Canton, Pontiac, Rochester, West Bloomfield & Brandon have offered ERI's.
- ✓ Additional opportunities for NPS staff children to attend NPS.
- ✓ Increase Electronic Communications (Progress Reports & Report Cards)
- ✓ Utilize WCRESA Expertise to defer costs of outside speakers.
- ✓ Seek Grant Funding through Grant Writer.
- ✓ Promote Community Usage of District Facilities.
- ✓ Count Professional Development as Instructional Time to offset operating costs.

(Over)

## Did You Know...

### Proposed International Baccalaureate Program Estimated Costs:

IB Diploma Program (High School)	\$62,400
IB Middle Years Program	\$35,785
IB Primary Years Program	\$27,700

Estimated Total **\$125,885**  
(Not including Coordinator Salary)

**While some District administrators announce pay freeze, other components of administrative compensation packages have remained in place for last decade:**

#### Superintendent

- ✓ 20% of Base Salary in 403 B Contribution
- ✓ 3% of Base Salary in TSA
- ✓ Fully Paid Vehicle
- ✓ \$500/Month Expense Allowance
- ✓ Receives per diem rate for 22 Vacation Days/Yr. (**\$722 daily rate/Oct.'06**)

#### Building Administrators

- ✓ 10% of Base Salary + Longevity Pay contributed to TSA or lump sum payment
- ✓ Life Insurance equals 2x annual salary
- ✓ \$500 Toward Professional Membership
- ✓ Payment of Monthly Cell Phone Usage