



NPS STAFFING

| Example | Description |
|---|---|
| <p>Reopen collective bargaining with each employee group. Response from employee group due by close of business on November 30, 2009.</p> | <p>Employees represented by a bargaining agent and collective bargaining agreement would be asked to return to the table to discuss amendments/changes in contract language that would result in savings. (See Packet for Responses)</p> |
| <p>~\$ Unknown at this time</p> | |
| <p>Early resignation incentive</p> | <p>Certain employee groups would be offered an incentive for resigning from the district. Cost savings to the district would be the difference in the salary/wages being paid, particularly in those cases where the employee would not be replaced.</p> |
| <p>~\$ Unknown at this time</p> | |
| <p>Furlough Days</p> | <p>The school district would identify days when students are not in session and those staff that would normally work would not report and would not be paid (custodial, maintenance, office support personnel, administrators).</p> |
| <p>~\$ Approximately \$16,204 per day</p> | |
| <p>Retire/Rehire</p> | <p>Current administrators formally retire, severing direct employment with NPS. They become employed through a third-party employer. The district then contracts with that company to hire them for the position they left (2 Central Office administrators and 4 Building Principals currently participate).</p> |
| <p>~ \$ Savings varies by administrator based on the compensation and benefits that are paid. Approximate savings for the 6 positions currently contracted over 2 years is \$250,000</p> | |
| <p>Privatization</p> | <p>The district may contract with a firm to provide certain support services such as custodial, maintenance, food service, transportation and clerical.</p> |
| <p>Example: Estimated savings in 2008 for contracting custodial services over three years was approximately \$1,000,000 (Note: Teamsters Local 214 bargained concessions in a three year contract to achieve similar savings).</p> | |

Note: To the extent that any of these considerations could be implemented only through the collective bargaining process, the School District would, of course, comply with its legal and contractual obligations in this regard.