

NORTHVILLE PUBLIC SCHOOLS
MANAGING OUR FUTURE
Staffing/Contracts Summary

Since 2001, Northville Public Schools has reduced the general fund budget with the intent to make reductions as far away from the classroom as possible. The October 2009 State funding reduction of \$4.3 million and the projected similar or larger reductions for 2010-11 will require reductions that will negatively impact programs and staff employment. The following information is designed to provide Forum participants with Northville Public School staffing and contract expense information.

GRP #	GROUP	Number of Staff	Union Affiliation	Medical Plan (2)	Annual Medical Contribution	COMPENSATION INCREASE			STEPS (1)
						08-09	09-10	10-11	
1	Superintendent, Asst Supt, Directors (Supt's Cabinet)	6 (0.1%) *	None	BCBS/PPO 2	1/2 of 1% of salary	1%	0%	TBD	Yes
2	School Principals/Assistant Principals	14 (1.5%)	NASA	BCBS/PPO 2	1/2 of 1% of salary	1%	0%	1%	Yes
3	Other Administrators (See pg 3)	8.8 (0.9%)	None	BCBS/PPO 2	1/2 of 1% of salary	1%	0%	TBD	No
4	K-12 Teachers, Counselors, Media Speclst	437 (48.8%)	MEA	BCBS/PPO 1	1/2 of 1% of salary	1%	1%	1%	Yes
5	Special Ed. Center Program Teachers	62 (6.6%)	MEA	BCBS/PPO 1	1/2 of 1% of salary	1%	1%	1%	Yes
6	Office Support Personnel (Secretaries)	46 (4.9%)	None	BCBS/PPO 2	1/8 of 1% of salary	1%	1%	1%	Yes
7	Custodians	54 (5.8%)	Teamsters	BCBS/PPO 2	\$390.00	-2%	0%	0%	Yes
8	Maintenance (Gen Maint, Ed Tech, Skl'd Trades)	12 (1.3%)	Teamsters	BCBS/PPO 2	\$390.00	-2%	0%	0%	Yes
9	Food Service	48 (5.2%)	Teamsters	BCBS/PPO 2	\$390.00	-2%	0%	0%	Yes
10	Transportation	65 (6.9%)	Teamsters	BCBS/PPO 2	\$390.00	-2%	0%	0%	Yes
11	K-12 Para Professionals Spec Ed/Gen Ed)	81 (8.7%)	AFT	BCBS/PPO 2	1/4 of 1% Single	1%	1%	1%	Yes
12	Special Ed. Para Educators (Center Prgm)	98 (10.5%)	AFT	BCBS/PPO 1	1/4 of 1% of salary	1%	Nego.	TBD	Yes

NOTES: (* % of Total Stf)

Group

- 1 Two Cabinet positions are contracted employees; there are no medical insurance, longevity, salary option, tuition reimbursement, conference money or retirement costs for these positions. Superintendent, Assistant Superintendent, Directors have taken a wage and step freeze 2 of the last 4 years.
- 2 NASA agreed to contribute the equivalent of their 1% increase for 2009-2010 as a health insurance contribution in addition to the 1/2 of 1% they already pay. The principal's NASA group is not affiliated with a state or national labor group. Four Principal/Assistant Principal positions are contracted employees, for which no benefit costs or retirement contributions are incurred.
- 4 & 5 Following a Fact Finder's decision in 2007, certified staff did not receive steps, but maintained PPO 1.
- 7 - 10 These staff are represented by Teamsters Local 214 and gave concessions in 2008 totalling \$1.1 million over the three year contract ending in 2010-2011.
- 11 Medical insurance coverage is only available for the employee, they may buy up for family coverage. The least they pay for two-party and full family is 3% of salary to 50% of salary depending on hours worked.

(1) Definition of Steps: automatic increases in salary/hourly rate on an annual or scheduled basis (i.e. every two years, every three years, etc.) that do not require negotiations and are separate from other increase in compensation

(2) Medical Insurance Annual Cost estimated for the 3 medical insurance plans offered:

	BCBS PPO1	BCBS PPO2	HAP
Single Person	\$6,120	\$5,592	\$5,940
Two Person	\$13,776	\$12,588	\$13,368
Family	\$17,136	\$15,671	\$16,332