

**NORTHVILLE PUBLIC SCHOOLS
Managing Our Future
STAFFING/CONTRACTS**

Northville Public School staff is comprised of approximately 932 employees (See Staff/Contract document). Wages, salary, and benefits represent 88% of the District budget. Examples shown at other Key Stations may impact staffing. The following examples would result in additional savings unrelated to savings from other Key Stations. Information presented at this Station is intended to identify existing staffing and collective bargaining agreements.

Example	Description	Implications	Budget Impact
<ul style="list-style-type: none"> • Reopen collective bargaining with each employee group. Response from employee group by November 30th. 	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Voluntary on the part of each unit. Changes could disproportionately affect groups. Loss of employment. 	<ul style="list-style-type: none"> • Unknown at this time. Letters requesting the parties return to the bargaining table were sent to the president of each group with a deadline for responding by November 30, 2009 (See Note Below)
<ul style="list-style-type: none"> • Early resignation incentive 	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Such a program would require a Letter of Understanding with each bargaining unit. Not replacing staff would increase the work load on remaining employees and impact services to the community and staff. To the extent employees are not replaced, savings would increase. 	<ul style="list-style-type: none"> • Unknown at this time. Savings depends on the number of employees that are not replaced or the difference in salaries if the position is filled.

NOTE: Responses from bargaining groups as of November 30, 2009:

Northville Education Association (teachers) – Did not agree to meet at this time

Office Support Personnel – Agreed to meet

Federation of K-12 Paraprofessionals – Did not agree to meet at this time

Federation of Para Educators – Currently in bargaining

Northville Association of School Administrators – Did not agree to meet at this time (this group agreed to return its 1% raise for 2009/2010 to the district)

Teamsters Local 214 (custodial, maintenance, food service, transportation) – No response

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.

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Example	Description	Implications	Budget Impact
<ul style="list-style-type: none"> • Retire/Rehire 	<ul style="list-style-type: none"> • Current administrator formally retires, 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 (Currently 2 Central Office administrators and 4 Building Principals participate) 	<ul style="list-style-type: none"> • MPSERS retirement contribution, health benefits and other benefits associated with the position are saved. 	<ul style="list-style-type: none"> • Savings vary by administrator based on compensation and benefits paid. There are currently 6 positions that are being contracted and the approximate savings during the last two years is \$250,000
<ul style="list-style-type: none"> • Privatization 	<ul style="list-style-type: none"> • The district may contract with a firm to provide certain support services such as custodial, maintenance, food service, transportation and clerical. 	<ul style="list-style-type: none"> • Independent contractors may be able to provide the same services at a lower cost. Loss of jobs. Some services may be more cost effective to remain in-house. 	<ul style="list-style-type: none"> • Example: Estimated savings in 2008 for contracting custodial services over a three year period was \$1 million.

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