

# TEACHER NEGOTIATION UPDATE (01/23/17)

Richmond Community Schools Bargaining Team has met with the Teacher’s Union on fourteen (14) occasions since September 15, 2015. On January 23, 2017 the Board of Education requested a bargaining update. Below is a summary of the cost of those offers. The District has requested mediation through the *Michigan Employment Relations Commission* in the hopes of settling the contract. For more information and copies of documents presented at the January 23, 2017 Board of Education meeting, please visit the District’s website at [www.richmond.k12.mi.us](http://www.richmond.k12.mi.us).

## TEACHER’S PROPOSED WAGE & BENEFIT INCREASES

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2016-17	Full Salary Step Wage Payment (January 2017)	\$ 60,000	Insurance Change - MESSA BCBS to BCBS <i>Yearly savings to Employees after deductibles.</i>	
	Reimburse Unpaid Snow Days	\$ 70,000		
	“Cash” Payment	\$ 38,000		
2017-18	2 <sup>nd</sup> Half of Full Salary Step from January 2017	\$ 60,000	Single Person Plan, per employee	\$ 2,400
	Full Salary Step (January 2018)	\$ 60,000	Two Person Plan, per employee	\$ 4,800
	Reimburse 1 Furlough Day	\$ 35,000	Full Family Plan, per employee	\$ 6,400
	“Cash” Payment	\$ 38,000	1% “Cash” Payment to Teacher	\$ 70,000
2018-19	Reimburse 2 Furlough Days	\$ 70,000	Quarter Step	\$ 70,000
	<b>June 2019 Proj. Fund Balance based on Union’s Proposal</b>	<b>-\$1,364,763</b>	<b>June 2019 Proj. Fund Balance based on District’s Proposal</b>	<b>\$553,086</b>
	<b>Proj. Fund Balance Percentage</b>	<b>- 9.92%</b>	<b>Proj. Fund Balance Percentage</b>	<b>4.38%</b>

Early Warning legislation (Public Act 109): School districts with a *General Fund* balance of less than 5% may be considered “*financially stressed*” and require oversight from the Michigan Department of Treasury.

The Teacher’s Wage & Benefit proposal puts Richmond Community Schools in *Deficit District Status* within two (2) years, requiring the program/staff reductions, wage concessions, and/or State oversight.

## ENROLLMENT TRENDS

Since 2004, the District’s total student FTE enrollment has declined from 2101 student FTEs to 1433 student FTEs. For the 2017-18 school year, the District is projected to lose another 55 student FTEs, equating to \$414,344 less revenue.

### Actual Student Enrollment (*Less Students*) by School Year

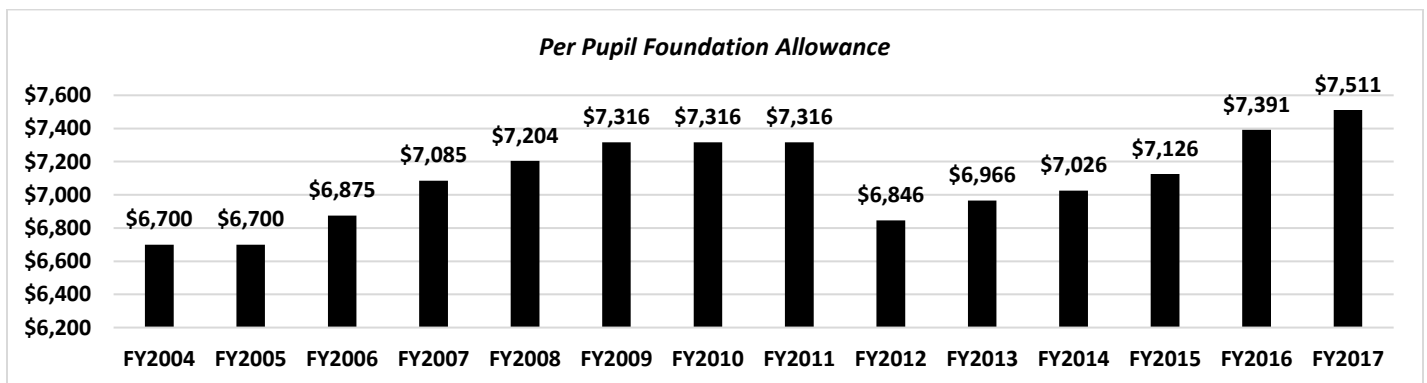
2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
2101	2056	1992	1954	1893	1778	1676	1683	1646	1564	1533	1481	1469	1433
(45)	(64)	(38)	(61)	(115)	(102)	7	(37)	(82)	(31)	(52)	(12)	(36)	

### 2-Year Projected Student Enrollment and Revenue Loss

School Year	Proj. Enrollment	Proj. FTE Loss	Proj. Revenue Loss
2016-17	1433.99		
2017-18	1378.83	(55.17)	- \$ 414,344
2018-19	1330.84	(47.99)	- \$ 360,430

## STATE AID PER PUPIL FOUNDATION ALLOWANCE

Richmond Community Schools receives the minimum State Aid Per Pupil Foundation Allowance. For the 2016-17 School Year, Richmond received \$7,511 per pupil.



The District’s proposal puts the District in *Early Warning Status* and may result in some possible program/staff reduction, and/or wage decreases if the State does not increase the foundation allowance.

The District does not have the student enrollment levels and State Aid foundation to pay the Teachers Wage & Benefit proposal without becoming a *Deficit District*.

**Non-Discrimination Statement.** In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education amendments of 1972, Section 504 of Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title II of the Americans with Disability Act of 1990, and Elliott-Larsen Civil Rights Act of 1977, it is the policy of the Richmond Community School District that no person shall, on the basis of race, color, religion, military status, national origin or ancestry, sex (including sexual orientation), disability, age (except as authorized by law,) height, weight, or marital status be excluded from participation in, be denied the benefits of, or be subjected to, discrimination during any program, activity, service or employment. Inquiries related to any nondiscrimination policies should be directed to the Superintendent, 35276 Division Road, Richmond, MI 48062, (586) 727-3565.